Recruitment Pack for the Post of: ES7905
Principal Teacher of Languages
Grangemouth High School
Tinto Drive
Grangemouth
FK3 0HW

Falkirk Council

Website: www.grangemouth.falkirk.sch.uk

Twitter: @GrangemouthHS







"Teaching in Grangemouth High School is more than just a job – it demands a shared commitment to support children and young people to be successful by creating the best learning environment for all of those in our care. Committed, caring and ambitious teachers make the difference in terms of 'getting it right for every child' and improving attainment and achievement. Grangemouth High School is a caring, supportive and aspirational community of learners - we believe in better and we want teachers who feel the same. **If this challenge resonates with you come and join us.**"

Brian Millar, Head Teacher, Grangemouth High School, November 2024

LEARNING TO ACHIEVE

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MY FUTURE'S IN falkirk

Advert - Principal Teacher Languages

Grangemouth High School - £66,606– Ref: ES7905

We are looking for a Principal Teacher who:

- is committed to the highest standards and expectations in all aspects of school life
- demonstrates sound judgement and decision making, has the ability to prioritise effectively, to delegate and involve colleagues in decision making
- is emotionally intelligent
- is skilled in influencing and engaging
- can lead others and who can exercise good judgement regarding the management of both change and continuity
- has a proven track record and excellent pedagogical knowledge of learning and teaching
- has the ability to raise the profile of our English & Modern Languages Departments across the school and beyond, with a vision and ability for strategic thinking.

Applicants are encouraged to be explicit in detailing in your application your skills, experience and attributes that you can bring to this specific post. Please ensure that you can evidence the impact that you have made in your current post.

Successful applicants will:

- hold an appropriate secondary qualification in English or Modern Languages
- be **fully registered** with the General Teaching Council, Scotland (GTCS)
- be able to demonstrate that they possess the commitment, knowledge and skills outlined in the Standard for Full Registration

Successful applicants who progress to the next stage of the recruitment process will be invited to attend:

- a Long Leet Interview, which will include an assessment centre [these will be held in December 2024]

- a Short Leet interview, will be held early January 2025.

Successful applicants for posts working with children or vulnerable adults will be subject to disclosure checks within the PVG scheme.

Post of PRINCIPAL TEACHER ES7905

Responsibilities of the Post

Key Area	General responsibilities and duties
Team Leadership	Responsibility for the leadership, good management and strategic direction of a team of staff responsible for supporting the learning and pastoral care of pupils.
Teaching and learning	Responsibility to plan, deliver and assess high quality learning experiences to children to raise attainment and achievement Responsibility to assess, record and report on the progress of children. Responsibility for leading the development and delivery of a curricular programme suitable to meet the needs of all pupils, as dictated by the School Improvement Plan or Authority direction.
Quality Assurance and School Improvement	Contribute to the development, promotion and implementation of the school's arrangements for self-evaluation and overall school improvement. Responsible for implementation of policies within area of responsibility.
Contribution to Positive School Ethos	Contribute to and promote the development of a positive school ethos. Contribute to and promote the development, promotion and implementation of school policy and procedures.
Implementation of Pupil Support Strategies	Contribute to the development, promotion of, and implementation of school policy and procedures in relation to arrangements for supporting pupils. **For Pastoral PT posts only:** Undertake the named person role for identified pupils in accordance with the Young Persons Scotland Act.
Partnership Working	Promote partnership working with professional and support staff, parents/carers and appropriate agencies.

QUALIFICATIONS, SKILLS & KNOWLEDGE

The successful candidate will be an outstanding classroom practitioner with a well-developed understanding of learning and teaching pedagogies with a commitment to maximising pupil progress. A commitment to and experience of inclusive practices with young people is vital for this post.

The successful candidate will be able to demonstrate that they are skilled in managing staff, leading developments and in establishing and maintaining good working relationships. They must be able to demonstrate their ability to create, motivate and work effectively within a team and organise workload to meet tight time-scales. Good management, liaison, communication and presentational skills are essential to this post.

A sound knowledge of current national curricular developments, together with a clear understanding of relevant approaches to learning and teaching will be required. Evidence of a clear ability to implement and evaluate such methodology will also be of critical importance along with energy, enthusiasm, flexibility, optimism and a commitment to the highest standards.

Information Resources

- Falkirk Council Validated Self-Evaluation and Service Plan
  http://www.falkirk.gov.uk/about_council/performance_zone/service_performance/education_services/education_services.aspx
- Learning to Achieve
  http://www.falkirk.gov.uk/services/education/learning_to_achieve.aspx
- My Future's in Falkirk
  http://www.myfuturesinfalkirk.co.uk/
- School page on Falkirk Council website
- http://www.falkirk.gov.uk/services/education/school_information/secondary_establishments/grangemouth.aspx
- School website
  http://www.grangemouth.falkirk.sch.uk/

Resources Manager
November 2024

FALKIRK COUNCIL : CHILDRENS SERVICES

Job Description

Principal Teacher – Grangemouth High School

The accountabilities related to this role are as follows:-

1. **develop, share and promote the school's vision with staff, pupils, parents and the wider community**

2. **develop coherent approaches to professional learning which build and sustain teachers' practice by supporting:**

– opportunities that lead to distributed leadership
– collaborative working practices
– sharing of effective practice

3. **contribute to leadership for improvement:**

– providing clear direction when working with others
– supporting and developing the school's culture of improvement
– ensuring school policies and procedures are being implemented consistently

4. **demonstrate professional knowledge and understanding by:**

- critically engaging with literature, research and policy
- contributing to local and national developments
- acting as representatives of the authority

5. **develop a range of strategies for individual and collective self evaluation, which contribute to the school's improvement**

6. **lead and work collaboratively to enhance teaching which leads to high quality learning by:**

- demonstrating and supporting sound teaching practices
– monitoring and tracking pupils' progress
– managing additional support for learning needs
– quality assuring effective behaviour strategies
– regularly communicating with and reporting to parents

7. **build and sustain partnerships with colleagues, learners, parents and other stakeholders to support:**

- team commitment and loyalty
- an ethos of mutual respect, support and challenge that is based on a coaching/mentoring approach
- effective practice in gathering views and sharing information with parents
- the provision of pastoral care for staff and pupils
- effective communication

8. **manage allocated resources proactively and effectively to meet learning and development priorities**

9. the post holder will be managed by a Depute Headteacher and be accountable to the Headteacher in accordance with the priorities and policies of the school and Falkirk Council Education Services.

Demands

This job requires contact with vulnerable groups therefore you will require to gain/maintain PVG Scheme membership.

Approved By: Kenny McNeill, Educational Resources Manager
Approval Date: August 2015

Person Specification - Post: Principal Teacher (Secondary)

	Essential Qualifications
1	GTCS Registration
2	Relevant Secondary Qualification
3	Maintain PVG Scheme Membership
	Essential Training/ Experience
4	Relevant experience at middle management level
5	Relevant experience of the deployment of resources, including people
6	Evidence of leading collaborative practice to enhance teaching which leads to high quality learning
7	Evidence of continuing commitment to personal professional development
8	Evidence of appropriate involvement in school development planning
9	Evidence of leadership development e.g. Post Grad. Certificate/Diplomas/CPD
	Desirable Training/ Experience
10	Evidence of leading professional learning at school, council or national level
11	Evidence of involvement in developing major initiatives at school, local or national level
12	Evidence of leading and managing change
13	Evidence of building effective teams
14	Evidence of leading professional learning at school level
	Essential Skills
15	Evidence of the ability to lead others
16	Evidence of effective interpersonal skills to support positive working relationships
17	Evidence of effective communication through a variety of media
18	Evidence of developing appropriate relationships with the parent community
19	Evidence of the ability to develop good working relationships with colleagues either in school and/or with other agencies
20	Evidence of regular review and improvement in their professional practice
	Essential Personal Qualities
21	Adapts and works effectively in a variety of situations - flexible
22	Understands formal and informal structures, uses this to produce best response - organisationally aware
23	Understands and works with others to make an impact
24	Sets priorities on a rational basis – analytical thinker
25	Spots key issues in complex situations- conceptual thinker
26	Believes in own capability to accomplish a task – self confident
27	Acts in a way that is consistent with stated values - has integrity
	Essential Criteria
28	Maintain PVG Scheme membership
	Desirable Criteria
29	Gaelic language skills

FALKIRK COUNCIL – CHILDRENS SERVICES

GRANGEMOUTH HIGH SCHOOL PROFILE

Grangemouth High School is a non-denominational secondary school serving the town of Grangemouth, on the river Forth in east central Scotland. The town has a busy commercial port and is the centre of Scotland's petro-chemical industry.

Grangemouth High School has a roll of over 830 pupils and offers an impressive range of National Qualifications and wider opportunity courses. There is an integrated Additional Support Centre for up to 36 pupils who have social communication difficulties. The school offers ample opportunities for pupils to participate in volunteering, enterprise and citizenship activities and we offer a wide range of extra-curricular activities and school trips.

We moved into our new building in January 2009, and have purpose-built accommodation that includes a swimming pool, an all-weather pitch and new playing fields, a games hall and gym, a drama studio, a recording studio and music practice rooms. The school is well-equipped with ICT resources, including data projectors in all classrooms, interactive whiteboards in over 40 rooms, and wireless provision throughout. There are facilities for disabled people; and environmental features include rain-water harvesting, an eco-garden, a contemplation garden, and energy-efficient lighting.

As a school, we work in close partnership with the other schools in the Grangemouth Cluster, community learning and development, and a range of other partner agencies to improve the quality of pupils' experiences and enhance opportunities for achievement.

The school was inspected by HM Inspectorate of Education in November 2022 and has regular Performance Reviews carried out by Falkirk Council. Feedback on the quality of provision is positive and encouraging, and action points are regarded as opportunities for us to develop further. The HMIE report highlighted the inspection team found the following strengths in the school's work.

- The positive ethos and culture in which young people are encouraged and enabled to learn in calm, purposeful learning environments. This is helping attainment in numeracy to improve overall, up to and including, Scottish Credit Qualification Framework level 5.
- The ways in which young people from the Additional Support Centre are supported effectively. These include learning and social experiences across the school that help them attain and achieve well.
- The extensive range of achievements that enable young people to develop their leadership, participation and interpersonal skills well.

The school has a core teaching staff of around 74 FTE, and a team of Support for Learning Assistants. Subject departments are currently grouped in 7 faculties, each with a Principal Teacher, who also has whole-school responsibilities. There are 5 Pupil Support PTs, 1 PT ASC, the Headteacher, 3 DHTs. All PTs and the Resource Manager form the School Leadership Team. Principal Teachers meet regularly with the SLT to plan and review in Extended Leadership Team meetings.

All Staff in Grangemouth High School are expected to make a positive contribution to the general ethos of the school where pupils are encouraged to achieve their potential in all that they do within a highly supportive and caring environment.