


# Principal Teacher Social Subjects & RMPS

## *Bo'ness Academy*

Bo'ness Academy #bethebestyoucanbe ASPIRATION MOTIVATION RESPECT

**Recruitment pack for the post of: Principal Teacher Social Subjects & RMPS**

**Post ID: ES7850**

Salary: £69,438

School Address: Gauze Road, Bo'ness, EH51 9AS

**School context:**

Bo'ness Academy serves the town of Bo'ness as the sole provider of non-denominational secondary education. There are four associated primary schools in our school catchment area.

Bo'ness Academy functions from a modern building, completed under the PPP initiative and opened in 2000. Over the past 10 years the school has seen significant development both in terms of curriculum, pupil support, personnel and resourcing.

The roll sits at approximately 800 and is likely to increase over the coming years as a result of on-going house building in the local area.

The senior management team presently comprises of a Headteacher, three Depute Headteachers, and a Resource Manager.

The school currently has a Year Teams structure. It has established good links with a large number of agencies. The school is committed to multi-agency working as our way of securing the best level of service to pupils.

Extra-curricular activities are actively promoted in the school and there is a good range of sporting, cultural and social provision. There are also active Pupil Leadership Teams within the junior and senior school.

All staff are encouraged and expected to work towards defining and achieving the school's aims and embedding our values of *Aspiration, Motivation and Respect*, contributing to the school's positive ethos. Pupils are encouraged to take responsibility for their own learning and to achieve their full potential in all their formal and informal involvement in the school.

## Principal Teacher of Social Subjects & RMPS

## Bo'ness Academy - £69,438

As a key member of our Middle Leadership Team you will inspire, motivate and lead effective learning and teaching for all young and people and colleagues within the faculty, based upon the principles of *Curriculum for Excellence*.

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 develop the profile of the faculty 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
- 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:

- Long Leet interview (online) provisionally week commencing 18th May.
- Short Leet interview held at Bo'ness Academy provisionally week commencing 25th May.

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

**FALKIRK COUNCIL: Education Services**
**Job Description**

## Principal Teacher – Bo'ness Academy

**The key accountabilities related to this role are as follows:**

1. **to lead the faculty**, including all associated teaching and support staff

2. **develop, share and promote the school's vision** with staff, pupils, parents and the wider community and strengthen links with our Cluster Primaries

3. **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

4. **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
- being responsible for a number of areas of whole school improvement, specifically Health and Well Being

5. **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

6. **lead and work collaboratively to enhance teaching which leads to high quality learning by:**
- developing the curriculum, in line with school policy, to ensure high quality experiences and opportunities are available for our young people
- demonstrating and supporting sound teaching practices, with appropriate self-evaluation activities
- 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:**
- the development of the curriculum and provision of wider achievement opportunities
- 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 and other partners
- the provision of pastoral care for staff and pupils
- effective communication

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

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 Children's Services. The duties of this post may be varied to meet the requirements of the school and Children's Services

# Person Specification - Post: Principal Teacher (Secondary)

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| | **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 |

## Additional Information

The person specification (overleaf) is related to the requirements of the post as demonstrated by the job description. Leeting is carried out based on how well you meet the requirements of the person specification. You should refer to these requirements when completing your application. Short-listed candidates will be expected to demonstrate evidence during the assessment centre process and interview of the criteria laid down within the person specification.

Please note there may also be vacancies in this subject in neighbouring Falkirk Council schools. **As part of the recruitment process we will provide and share further details to all applicants who are invited to interview.**

### Information Resources

Falkirk Council Performance

Falkirk performs - Falkirk Council

Schools Assessment and Performance

Schools: Performance and Improvement - Falkirk Council

School page on Falkirk Council website

Schools: Secondary schools - Bo'ness Academy - Falkirk Council

School website (currently under review) http://www.bonessacademy.com/



Bo'ness Academy @bonessacademy.bsky.social