

Recruitment Pack for the Post of:
Teacher of English
Denny High School
Herbertshire Park
Denny
FK6 6EE



“Teaching in Falkirk 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. If this challenge resonates with you come and join us. Falkirk schools believe in better, we want teachers who feel the same.”



FALKIRK COUNCIL
COMHAIRLE NA H-EAGLAIS BRICE

Children's Services | Falkirk Stadium, 4 Stadium Way, Falkirk FK2 9EE | Director of Education: Jon Reid

Advert – Teacher of English

Denny High School - £43,383 to £54,453 Ref: ES8629

Falkirk Council is seeking to recruit class teachers who are highly skilled practitioners, committed to delivering the very best learning and teaching experiences for our children and young people.

The key policy document for Falkirk schools is *Learning to Achieve*. This was co-created by headteachers, teachers, early years practitioners, support staff, parents/carers, pupils and other partners.

It sets out clearly our expectations for our class teachers, namely that they are practitioners who demonstrate commitment to meeting the needs of all learners by:

- reflecting critically on their practice
- being proactive in seeking professional learning opportunities that further enhance their skills and knowledge
- adopting flexible, creative approaches to meet the needs of all learners
- using current educational thinking to inform their practice
- making good use of professional collaboration in school and beyond
- communicating effectively with others

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:

- Classroom observation
- Short Leet interview

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

Applicants are encouraged to be explicit in detailing their skills, experience and attributes that they can bring to this post

Additional Information

Short letting will be based on all of the information provided in the application form.

Information Resources

- **Falkirk Council Performance**
[Falkirk performs - Falkirk Council](#)
- **Schools Assessment and Performance**
[Schools: Performance and Improvement - Falkirk Council](#)
- **School website**
[Denny High School - Home Page](#)

Resource Manager
7 October 2026

FALKIRK COUNCIL – CHILDREN'S SERVICES

JOB DESCRIPTION

Post: Teacher
Service: Education Services
Salary: Class Teacher

1. The Duties of Teachers

The duties of teachers shall be expressed in the Scheme of Conditions of Service and be:-

Subject to the policies of the school and the education authority to perform such tasks as the Headteacher shall direct having reasonable regard to overall teacher workload related to the following categories:

- (a) Teaching assigned classes together with associated preparation and correction.
- (b) Developing the school curriculum.
- (c) Assessing, recording and reporting on the work of pupils.
- (d) Preparing pupils for examinations and assisting with their administration.
- (e) Providing advice and guidance to pupils on issues relating to their education.
- (f) Promoting and safeguarding the health, welfare and safety of pupils.
- (g) Working in partnership with parents, support staff and other professionals.
- (h) Undertaking appropriate and agreed continuing professional development.
- (i) Participating in issues related to planning, raising achievement and individual review.
- (j) Contributing towards good order, and the wider needs of the school.

2. The Working Year for Teachers

The working year for teachers shall consist of 195 days of which 190 days will coincide with the school year for pupils with the remaining 5 days being worked by the individual teacher on duties as planned by the local Council (e.g. in-service training)

3. The Working Hours of Teachers

- i. The working week of Teachers under the overall direction of the Head Teacher shall be 35 per week.
- ii. An additional contractual maximum of 35 hours CPD per year, e.g.:
 - Personal professional development
 - Attendance at national or local courses
 - School based activities e.g. working groups, curricular development, etc

4. Demands

This job requires contact with vulnerable groups therefore you will be required to join the PVG scheme or undergo a PVG scheme update check prior to formal offer of employment.

Person Specification - Post: Class Teacher (Secondary)

Aspect	Essential (E) Desirable (D)
Qualifications	
Relevant Degree / Qualification and GTCS Registration	E
Maintenance of PVG Scheme Membership	E
Additional relevant qualification(s)	D
Professional Knowledge and Understanding	
Articulates/demonstrates a broad critical understanding of the principles of Curriculum for Excellence (CfE)	E
Articulates an understanding of the professional practices required to deliver CfE	E
Articulates an understanding of pupil learning and demonstrates an ability to develop innovative, creative and imaginative curricular planning	E
Evaluates and justifies the use of a range of teaching strategies / resources in relation to curriculum requirements and pupil need	E
Evidences curriculum development that has led to improvement in teaching and learning	E
Models high standards of literacy and numeracy	E
Demonstrates sound knowledge of specialist curriculum area	E
Demonstrates sound knowledge of literacy, numeracy and health & well-being across the curriculum and their contribution to children's learning and general development	E
Demonstrates experience of involvement with SQA or equivalent	D
Evidences contributions to inter-disciplinary learning	D
Demonstrates experience of contributing to the development of school policy and improvements through, e.g. membership of working/writing/development groups	D
Professional Skills and Ability	
Reflects on and acts to improve professional practice, demonstrating commitment to self evaluation against the Standard for Full Registration	E
Communicates clearly making skilful use of a variety of media including ICT to interact productively with pupils individually and collectively	E
Organises and manages classes, resources and behaviour to achieve safe, orderly and purposeful activity	E
Demonstrates commitment to the use of restorative approaches	E
Understands and applies the principles of assessment, recording and reporting	E
Evidences experience of assessment in relation to SQA (or equivalent)	E
Evidences experience in monitoring and tracking pupil progress to raise achievement	E
Evidences the use of assessment results to improve teaching and attainment/achievement of pupils	E
Demonstrates ability to amend teaching approaches to meet all pupils' needs	E
Demonstrates ability to use assessment information to identify barriers to learning and devise ways of overcoming these, where appropriate with support from others within and out with school	E
Works cooperatively with other professionals, staff and parents / guardians	E
Reports meaningfully to other professionals, staff and parents/guardians	E
Demonstrates consistent application of active methodologies	D
Evidence of leading a curriculum initiative at departmental/ whole school/cluster level	D
Demonstrates experience of delivering & assessing for alternative qualifications	D
Has used the environment and resources outside the classroom and school to support teaching and pupils' learning	D
Has created opportunities and processes that allow the active engagement of other professionals, staff and parents	D

Professional Values and Commitment	
Evidence of commitment to social justice, inclusion, caring for and protecting children	E
Evidence of understanding and application of the principles of GIRFEC	E
Evidence of active involvement in professional dialogue with colleagues	E
Evidence of participation in professional learning related to the needs of the learner, themselves and their establishment as key means to improving practice	E
Proven contribution as an active partner in their school community within department, faculty and school, by demonstrating e.g. experience of sharing practice/working in a team, effective time management and organisational skills	E
Demonstrates a high level of personal motivation and commitment	E
Demonstrates ability to present key ideas/information professionally	E
Has a professional manner and appearance	E
Evidence of facilitating or leading professional learning communities	D
Demonstrates ability to motivate colleagues	D
Evidence of involvement in out of school activities which have enriched the pupil experience	D
Demonstrates awareness of GTC Code on Professionalism and Conduct	D
Demonstrates an understanding of the importance of handling sensitive information and situations appropriately	D
Demonstrates an understanding of the importance of recognising personal achievement	D
Evidence of successful experience as form tutor and/or providing personal support	D
Maintain PVG Scheme membership	E
Gaelic language skills	D

The English Faculty of Denny High has a staffing complement of 12.4 FTE and offers a wide range of courses.



Denny
High School Est. 1959

DENNY HIGH SCHOOL

School Profile

Denny High School, situated in the town of Denny, serves an area of some twenty-five square miles. It has seven associated Primary Schools drawing pupils from the towns and villages of Denny, Dunipace, Dennyloanhead, Bonnybridge, Allandale, Longcroft, Haggs and Banknock.

Denny High School is a non-denominational six-year comprehensive school. Its roll in August 2026 was 1403 pupils in mainstream and 36 in the ASC a facility located in Denny High School for pupils from the Falkirk Council area with Autistic Spectrum Disorder and/or Severe Communication Difficulties.

Senior Management Team comprises the Rector, 5 Depute Rectors and 1 Resource Manager. There are 8 Principal Teachers with responsibilities for curricular management and 5 Heads of House with pastoral management. A further 2 Principal Teachers are responsible for managing the ASC Unit and Universal Pupil Support Department. The Library and Resource Centre, currently staffed by a Chartered Librarian, supports the work of the school staff.

The school's work is further facilitated by office staff, technicians, janitors, school helpers, supervisory assistants, and a Medical Attendant. In addition, we benefit from the services of a Campus-based Police Officer, and a Community Learning and Development Worker.

Denny High School is a well-equipped school. The new building opened in February 2009. Besides the Library, it has a large assembly hall and an extensive range of sports facilities (games hall, 2 gymnasiums, swimming pool, dance studio, fitness room and playing fields). A wide variety of clubs, societies and sporting activities are available to pupils of all stages. There is a high usage of facilities by the local community outwith school hours and the school houses a very successful Wider Access to School Project which caters for over 500 adults on an annual basis.

All staff in Denny High School are expected to promote the aims and values of the school. Our main aim is to provide an excellent education in a safe, caring and happy environment for all our students so that they are prepared to take their place in the wider society as responsible citizens.

Pupils' and families' views are actively sought on a wide range of issues. The Denny High Parent Council is an active body which works closely with the Rector to achieve the aims of the school. Parents'/Carers' (Consultation) Evenings are arranged for all year groups and, in addition, there are Parents (Information) Evenings at important moments in the journey of our pupils. Like school productions and concerts, these events are well supported by parents.

A flavour of the school is available via a recently commissioned school video accessible on our school website.