# Recruitment Profile

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| **Post number** | 11459 |
| **Position title** | Teacher of Modern Languages |
| **Grade** | Common scale - 0 - 5 |
| **Department** | People |
| **Location** | Kelso High School |
| **Salary/Rate of Pay** | £36,159 - £54,453 per annum |
| **Hours of work** | 35 |
| **Weeks per year** | 52 |
| **Number of staff responsible for** | 0 |
| **Reports to post number** | Greta Scott-Larsen |
| **Registration requirements** | GTC Scotland |
| **Drivers Licence required** | N/A |
| **Contract status** | Temporary |
| **Contract end date** | 10th October 2027 |
| **Reason for temporary vacancy** | |
| **Disclosure status** | PVG Children |
| **Political restrictions** | N/A |
| **Role profile number** | N/A |
| **Business World post status** | Temporary |
| **Work pattern** | Monday - Friday (Term Time) |
| **Vacancy number** | SBO10580 |
| **Closing date** | 13/12/2026 |

## Role purpose

To enable all young people to become successful learners, confident individuals, responsible citizens and effective contributors as part of the school team.

PRINCIPAL DUTIES & RESPONSIBILITIES

Subject to the policies of the school and the education authority the duties of teachers are to perform such tasks as the Head Teacher shall direct having reasonable regard to overall teacher workload related to the following categories:-

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

## Person specification

| Criteria | Essential | Desirable |
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| **Education, qualifications and training** | • A teaching qualification in Modern Languages (French and Spanish)<br>• Full registration with The General Teaching Council for Scotland or Provisional Registration if Probationary period has not yet been completed. | . |
| **Skills, knowledge and competences** | • A thorough knowledge and understanding of all stages of the secondary curriculum<br>• A commitment to curriculum development<br>• A working knowledge of current subject-related curriculum developments<br>• A thorough knowledge and understanding of A Curriculum for Excellence<br>• The ability to work co-operatively and as part of a team<br>• Understanding of and willingness to adopt effective teaching approaches<br>• The ability to motivate learners<br>• Good organisational skills<br>• A commitment to the pastoral welfare of pupils | • The ability to use I.C.T. to enhance learning and teaching<br>• An understanding of the wider, cross-curricular aspects of the school<br>• Involvement in Teaching and Learning, in-service or CPD activities |
| **Experience** | • Experience of working successfully with young people<br>• Ability to motivate pupils to work well | • Involvement in subject-related curriculum development<br>• Involvement in cross curricular related ACfE developments |
| **Other** | • Professional commitment and reliability<br>• Commitment and enthusiasm for the subject<br>• A genuine interest in the education of young people<br>• To be an effective communicator both orally and in writing<br>• A commitment to Continuing Professional Development<br>• Interest in developing courses | • A clear commitment to education beyond the classroom and a willingness to contribute fully to the life of the school |

Driving Licence - Where it is an essential requirement for this post to hold a current driving licence. Note: If you have a disability which precludes you from holding a drivers licence, Scottish Borders Council will take into account its responsibility to make reasonable adjustments to allow for your disability. Should it be possible to make such an adjustment in order that you can undertake the travel responsibilities of the post, this will be taken into account in consideration for this role.

HEALTH & SAFETY STATEMENTS

Must take reasonable care for the health and safety of themselves, other employees and anyone else who may be affected by their work activities carried out. Employees shall work in accordance with policies, procedures, information, instructions, and / or training received.

# Recruitment Profile

This profile is indicative of the nature and level of responsibility associated with the post. It is not exhaustive and the post holder may be required to undertake such other duties as may be required by the Workforce Planning & Development Manager to meet the needs and responsibilities of the Service and the Council.

Equality – Ensure that all work and outputs comply with and promotes equal opportunities and diversity.

Supervisory or Managerial posts only - Ensure that HR systems are in place for reporting management information and making recommendations for any corrective action necessary.

Equal Opportunities - Scottish Borders Council is committed to improving the diversity of its workforce to better reflect the communities we serve. We welcome applications from all minority groups and individuals who identify with one or more of the protected characteristics as defined by the Equality Act 2010. In particular from candidates who assess themselves as having a disability, under the Disability Confident Employer scheme this guarantees an interview to those individuals who meet the essential criteria of the post. All appointments will be made on merit.

**Digital Innovation & Solution Focused Statement**
Scottish Borders Council is committed to excellence and continuous improvement through the transformative power of digital solutions reinforcing our commitment to excellence, sustainability, enhancing our work practices and enriching our support to the community. As digital innovation evolves, our organisation is dedicated to integrating these advancements in a manner that aligns with our core values and strategic objectives.
All roles across the Council will actively seek and implement the latest digital solutions and technologies that can improve efficiency, productivity, and the quality of our services. Training will be provided, to ensure staff are proficient in utilising new technologies, fostering a culture of continuous learning and adaptability.

Please note priority will be given to staff on the deployment/redeployment list who meet the essential criteria of the post.

**Please note that applicants who have received early retirement/voluntary severance from Scottish Borders Council will not be considered.**

TEMPORARY POSTS
If at a later date a temporary post becomes permanent, it will be at the discretion of the Department's management team to confirm the post holder as permanent without readvertising.

## PRE EMPLOYMENT CHECKS
## Essential

- Confirmation of Right to Work in the UK **- (All posts)**
- Level 1/Level 2/PVG Registration Disclosure Check - ***(PVG/Disclosure posts only)***
- References - ***(All posts***)
- Confirmation of qualifications required to meet the essential criteria on the person specification **- (All posts)**

**Right to Work in the UK** - To ensure that you are eligible to work in the UK, we will require the following documentation:

- A Passport showing you are a British/Irish Citizen.

  OR

- A British Birth/Adoption Certificate along with an official document containing your name and permanent National Insurance number

## For all other nationalities

- Settled status code

  OR

- Immigration status document, for further information visit Apply to the EU Settlement Scheme (settled and pre-settled status) - GOV.UK (www.gov.uk)

Please note that a Short Birth Certificate and a Driving Licence are not sufficient to show your entitlement to work in the UK.

## OTHER DETAILS
## Disclosure/PVG Registration

Under the Rehabilitation of Offenders (Exclusion and Exceptions) (Scotland) Order 2003 to the 1974 Rehabilitation of Offenders Act (ROA) Scottish Borders Council are entitled to ask "exempted questions" that require applicants for certain positions to reveal their full criminal history.

This means that all details of criminal convictions, whether they are spent or not, must be disclosed to help the recruiting manager assess the person's suitability for a position of trust.

## Disclosure

These "excepted professions" are set out in the Exceptions Order and include:

- certain professions in areas such as health, pharmacy and the law;
- senior managers in banking and financial services;

## PVG Registration

Certain posts are considered Regulated Work with Vulnerable Children and/or Protected Adults, under the Protection of Vulnerable Groups (Scotland) Act 2007. Preferred candidates will be required to join the PVG Scheme or undergo a PVG Scheme update check prior to a formal offer of employment being made by Scottish Borders Council.

## PVG/Disclosure Process

After the application is processed you will receive an email with a secure link to view the disclosure. You must share this with us to progress the recruitment process.

## Teacher Posts in Catholic Schools

Certain posts are in a denominational school therefore candidates must seek Catholic Church approval when submitting their application for these posts. You should apply for RC Church approval at the same time as submitting your application form. Guidance and the relevant forms can be obtained at www.sces.uk.com/approval.html.

## Political Restrictions

Certain posts within Scottish Borders Council will be deemed Politically Restricted. If you are appointed to such a post the Local Government Officers' (Political Restrictions) Regulations 1990 provide that your terms and conditions of employment are deemed to incorporate additional provisions set out in the Schedule to the Regulations, a copy of which can be obtained from HR. Full details of restrictions will be provided in your application pack if you are applying for a Politically Restricted post.

**** From 1 April 2026 a Scottish Local Government Living Wage Rate of £13.52 per hour has been agreed. All employees recruited on a salary/wage less than the SLGLW rate shall receive a payment additional to their salary/wage in order that they are paid at the rate of £13.52 per hour. The additional payment shall count as pensionable earnings and be subject to deduction of tax, national insurance and pension where appropriate.