

EAST RENFREWSHIRE COUNCIL

PRINCIPAL TEACHER – MODERN LANGUAGES

BARRHEAD HIGH SCHOOL

ERN06802

EXTERNAL

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This Recruitment Pack should contain all the information you require to complete your application.

ADVERTISEMENT

EDUCATION DEPARTMENT

POST:	**Principal Teacher – Modern Languages**
DURATION:	**Permanent**
REF:	**ERN06802**
GRADE:	**PT3**
SALARY:	**£64,290**
HOURS:	**35**
LOCATION:	**Barrhead High School**

Applicants for the above post should be able to demonstrate the necessary skills and experience to take the school forward within the context of one of Scotland's highest performing local authorities.

View Barrhead High School's Sway Profile

A link to the General Teaching Council (Scotland) Professional Standards Registration can be found here: GTCS Standards

East Renfrewshire Council has launched a new 15 year Community Planning Partnership vision called 'A Place to Grow'. Please follow this link https://eastrenfrewshire.gov.uk/placetogrow to watch a video and read our full plan which sets out our shared hopes and aspirations between now and 2040 so that East Renfrewshire is a place where everyone can flourish, thrive and grow.

Please note – all applicants will be asked to provide proof of their right to work in the UK, and any offer of employment will be conditional upon verifying documentary evidence before employment commences. Further information can be found here: https://www.gov.uk/prove-right-to-work

Please note East Renfrewshire Council does not provide Visa sponsorship.

As an employer, we are committed to promoting and protecting the physical and mental health of all our employees.

This post is considered Regulated Work with Children, under the Protection of Vulnerable Groups (Scotland) Act 2007. It is an offence therefore to apply if you are barred from working with children. In addition to this, if you have lived or worked in any country outside the UK in the past 10 years, there may be a requirement for an overseas police check.

Recruitment Dates

Closing date for applications: midnight on Sunday 13 December 2026

Shortleet date: 16 December 2026

Interview date: 15 January 2027

If you would like an informal discussion about the post, please contact Fiona Johnston, Head Teacher, on 0141 577 2100

Recruitment Communication

As you are applying for this post on-line you will receive an automatic e-mail receipt once you have submitted your form.

You should also note that all communication will be sent electronically to the email address you provide on your form. This can include the following:

- Email notification advising of outcome of shortlisting
- Invite to interview email
- Conditional offer email
- Full employment contract

Given the nature of the above correspondence you should ensure that the email address you provide is secure and relevant (i.e. not public or work related if possible)

Payslips

The council provides electronic payslips online through our employee self-service portal. Successful applicants will be provided with a login to the self-service portal to access their payslip.

Disability Confident

If a disabled applicant can clearly show in their application that they meet the essential criteria for the job (as shown in the person specification) they will be given the opportunity to demonstrate their abilities at interview.

Equalities

East Renfrewshire Council is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

Our aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

We offer a range of family friendly, inclusive employment policies, and employee benefits to support staff from different backgrounds.

East Renfrewshire Council has committed to implement the key recommendations of the Scottish Parliament's Equalities and Human Rights Committee's Race Equality, Employment and Skills: Making Progress report.

Privacy Notice

If you would like more information about how we handle your data please read our Privacy Notice which can be found here:
https://www.eastrenfrewshire.gov.uk/hr-privacy-notice

JOB DESCRIPTION

RESPONSIBILITIES

All teachers have a responsibility to carry out the list of duties contained in Annex B of the Agreement *"A Teaching Profession for the 21st Century".*

Subject to the policies of the school and the education authority, the duties of teachers, promoted and unpromoted, are to perform such tasks as the Head Teacher shall direct having reasonable regard to overall 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 the work of pupils
(d) Preparing pupils for examinations and assisting with their administration
(e) Providing advice and guidance to pupils on issues related to their education
(f) Promoting and safeguarding the health, welfare and safety of pupils
(g) Working in partnership with parents, support staff and other professional.
(h) Undertaking appropriate and agreed continuing professional development
(i) Participating in issues related to school planning, raising achievement and individual review
(j) Contributing towards good order and the wider needs of the school

SPECIFIC RESPONSIBILITIES

All Principal Teachers have a responsibility to carry out the duties contained in Annex B of the agreement *"A Teaching Profession for the 21st Century".*

(a) Responsibility for the leadership, good management and strategic direction of colleagues
(b) Curriculum development and quality assurance
(c) Contributing to the development of school policy in relation to the behaviour management of pupils
(d) The management and guidance of colleagues
(e) Reviewing the CPD needs, career development and performance of colleagues
(f) The provision of advice, support and guidance to colleagues
(g) Responsibility for the leadership, good management and strategic direction of pastoral care within the school
(h) The development of school policy for the behaviour management of pupils

(i) Assisting in the management, deployment and development of pastoral care staff
(j) Implementation of whole school policies dealing with guidance issues pastoral care, assessment and pupil welfare
(k) Working in partnership with colleagues, parents, other specialist agencies and staff in other schools as appropriate

KEY DUTIES ASSOCIATED WITH SPECIFIC AREAS OF RESPONSIBILITY

Leadership, management and strategic direction of colleagues

Within allocated areas of responsibility, Principal Teachers will:

- Have direct line management responsibility for allocated teaching, pastoral care and support staff
- Be responsible for the Professional Review and Development of colleagues
- Be accountable for allocated budgets and the effective deployment of resources
- Be aware of health and safety requirements and apply these as appropriate
- Assist with the selection and recruitment of staff according to agreed recruitment procedures
- Monitor the welfare of colleagues
- Review the performance of colleagues

Curriculum Development and Quality Improvement

Within allocated areas of responsibility, Principal Teachers will:

- Manage the development of the curriculum as delegated by the Head Teacher
- Monitor and evaluate learning and teaching according to agreed procedures
- Contribute to the management of the process of school development planning
- Implement and evaluate quality improvement procedures

Whole School Policy and Implementation

Within allocated areas of responsibility, Principal Teachers will:

- Develop and manage the implementation of policy on Learning and Teaching
- Develop and manage the implementation of policy on pupil assessment and attainment
- Develop and manage the implementation of policy on pastoral care, pupil welfare and support
- Develop and manage the implementation of policy on behaviour management
- Develop and manage the implementation of the authority's policy on equality and inclusion

Working with Partners

Within allocated areas of responsibility, Principal Teachers will:

- Lead and/or work in a collegiate way with colleagues in the same establishment
- Work with other establishments and agencies as appropriate
- Work with parents/carers
- Work with the wider community

ALLOCATION OF DUTIES

Principal Teachers will work under the overall direction of the Head Teacher in accordance with the policies of the school and the Education Service.

Each Principal Teacher's line manager will determine from sections 1, 2 and 3 above, specific areas of responsibility and management duties which, following negotiation and consultation may vary as required. These must be capable of being undertaken within contractual time, having regard to workload.

SALARY

The salary of a Principal Teacher will be determined by applying the job-sizing toolkit agreed by the Scottish Negotiating Committee for Teachers (SNCT)

PERSON SPECIFICATION

POST: PRINCIPAL TEACHER – MODERN LANGUAGES		SCHOOL : BARRHEAD HIGH SCHOOL	
	ESSENTIAL	**DESIRABLE**	**METHOD OF ASSESSMENT**
Qualifications / Accreditation	As required by the General Teaching Council Scotland (GTCS). Full registration in French and Spanish teaching required for permanent posts.	Additional qualification(s)	Application form
Work history	Appropriate experience of teaching classes across the age range and ability range.	Ability to use technology to enhance learning and teaching.	Application form
Written communication skills	Correct use of English grammar, punctuation and spelling. Well crafted and relevant, succinct and coherent.	Limited use of acronyms but when used they should be explained in full. Application form free from jargon.	Application form
Professional knowledge and understanding **(A)** Leadership and Management	Experience and skills in school self-evaluation and improvement strategies, use of tools for data collection and analysis and use of evidence to support sound judgement.	Ability to understand and use information and communication technology to assist management and administration of a school.	Application form and interview

Professional knowledge and understanding **(B)** Education policy, schools and schooling	Demonstrate effective leadership of learning with classes taught. Commitment to whole school policy development	Experience of involving parents in school initiatives	Application form and interview
Professional skills and abilities **(A)**	Ability to meet the needs of all pupils through partnership working.	Experience in developing approaches to supporting pupils.	Application form and interview
Professional skills and abilities **(B)**	Ability to organise and manage classes using effective strategies.	Has used self-evaluation evidence to improve practice and provide leadership and direction to colleagues	Application form and interview
Professional skills and abilities **(C)**	Ability to skilfully apply the principles of assessments, recording and reporting. Experience in monitoring progress against individual targets and national standards to confirm attainment of learning outcomes and set next steps in learning.	Experience in developing policy on pupil assessment and attainment	Application form and interview
Professional values and personal commitment **(A)**	Has undertaken a range of appropriate meaningful and influential professional development.	Evidence of leading change and improving the practice of colleagues.	Application form and interview
Professional values and personal commitment **(B)**	Contribute and respond to changes in education policies and practices.	Evidence of having contributed to the creation of a shared strategic vision and aim for the school.	Application form and interview

Other relevant information			