

THE MARY ERSKINE SCHOOL



TEACHER OF BIOLOGY (MATERNITY COVER)

The Mary Erskine School is seeking to appoint a temporary, full-time Teacher of Biology to cover a period of maternity leave from 31 October 2022 until 30 June 2023. The postholder will be required to teach at all levels up to Advanced Higher and a willingness to contribute to the school's extra-curricular programme is also essential. Remuneration will be on the ESMS A scale (£30,987 - £44,877 per annum), which is above that paid in the state sector to reflect commitment to the extra-curricular programme and is dependent on qualifications and experience.

ESMS staff are passionate, pioneering and strive for excellence in everything they do. We value the incredible contributions they make to school life, we invest in their careers and we support their ambitions so that they flourish professionally and personally.

Staff are offered a range of benefits including: a generous holiday allowance, enhanced sick pay, family friendly policies, use of the Schools' swimming pool and fitness room outside school hours, membership of the ESMS Discount and Benefits Scheme, including a range of discounts at 130,000 retail and entertainment locations. Staff with children at the Erskine Stewart's Melville Schools are entitled to a tuition fee discount of 50% (pro-rata) from Nursery to Sixth Form.

The closing date is 12pm on Monday 30 May 2022 and we anticipate interviews will be held in the week commencing 6 June 2022.

THE MARY ERSKINE SCHOOL

The Mary Erskine School comprises approximately 740 girls aged 12-18. Founded in 1694 by Mary Erskine and the Company of Merchants of the City of Edinburgh to educate and care for the daughters of city burgesses who found themselves in reduced circumstances, it is the oldest girls' school in Scotland and one of the oldest in the whole of the United Kingdom. Throughout its history, the school has been administered by the Edinburgh Merchant Company.

Since 1978 the school has been twinned with Stewart's Melville College. Through this arrangement, the senior schools are separate and single-sex but are each led by the Principal,

while all the girls and boys below the age of 12 are educated together in the ESMS Junior School. Senior school boys and girls come together in orchestras, choirs, drama and musicals, as well as in numerous Outdoor Education projects and in the Combined Cadet Force. Since August 1999, the Sixth Year has become a genuinely 'twinned' experience, with boys and girls jointly comprising a single academic, pastoral and social unit.

The Mary Erskine School was inspected by Her Majesty's Inspectors in 2017 and was highly commended in the subsequent report. It was named The Sunday Times Scottish Independent Secondary School of the Year 2012.

The Erskine Stewart's Melville Schools have a charitable foundation and today provide financial assistance to over 150 bursary holders, who attend Stewart's Melville College or The Mary Erskine School.

BUILDINGS

The school, named The Mary Erskine School in 1944 to mark the 250th anniversary of its foundation, has been housed on various sites in the city - the Cowgate, Bristo, Lauriston and Queen Street - and the buildings are depicted on the engraved glass panels in the entrance hall. In October 1966 the school moved to purpose-built accommodation on the magnificent 38 acre site adjoining Ravelston House. These new facilities have been enhanced by the building of a Sixth Form Centre in 1995 and by the more recent refurbishment of the Science Laboratories, Art Department, Home Economics Department, Careers Department, Library, ICT suite, the provision of two floodlit AstroTurf hockey pitches, and the construction of six new tennis courts.

A new Sports Hall was completed in October 2000. It houses the National Cricket Academy and the Scottish Cricket Offices. A community sports facility is in operation seven days a week, outwith school hours and the project, which is linked to the sports facilities at Queensferry Road, are managed by the Community Sports Development Manager.

CURRICULUM

The Erskine Stewart's Melville Schools are committed to the all-round personal development of all children in their care. Their education is underpinned by nine values: appreciation, commitment, confidence, enthusiasm, grace, integrity, kindness, respect and responsibility.

The school curriculum corresponds predominantly with practice in Scotland. Girls generally sit the public examinations prescribed by the Scottish Qualifications Authority. It is normal for girls to sit a combination of eight subjects at National 5 and to proceed to Higher courses in S5. The majority will return for a final year in Sixth Form, with a high proportion taking Advanced Highers. 'A' Levels are offered in Product Design and in Music.

TEACHERS

There are approximately 80 teachers at the school. They rely on an excellent team of support staff, whose high standards contribute greatly to the quality of the school.

PROFESSIONAL REVIEW AND DEVELOPMENT

All staff participate in a regular cycle of professional review.

EXTRA CURRICULAR ACTIVITIES

Teachers are expected to play a full and active part in the extra-curricular life of the school. The ability to contribute to Sport and in particular hockey or basketball would be an advantage.

THE DEPARTMENT

The Biology Department is a popular and successful department currently with four full time teachers and one part time teacher. We have exclusive use of four purpose-built laboratories in the main science block plus a prep room and staff base. We are well supported by a full-time Biology technician.

In the session 2021-22, 21 students took the Advanced Higher examination, 69 pupils sat the Higher examination, and 100 pupils sat National 5. The joint Sixth Year is large and lively and incorporates several visits and field trips over the year in collaboration with Stewart's Melville College (SMC). The S2 Biology course has been designed to prepare pupils for National 5 and integrate with the Science courses taught in S1 and Primary 7. The department has high academic standards, with high pass rates at all three levels. We pride ourselves in working collaboratively to implement a range of teaching strategies to support effective learning for all levels of ability. In addition, we are committed to the all-round development of our pupils, and we organise an extensive programme of extra-curricular events including a conservation club, many revision and study support clubs, trips to external lectures and participation in national competitions such as the Royal Society of Biology Challenge.

THE POST

This is a full time, temporary position to cover a period of maternity leave available from 31 October 2022 until 30 June 2023. The successful candidate may be asked to work at all levels up to and including Advanced Higher.

The postholder would be expected to be allocated 21 timetabled hours per week. All staff in the department contribute to curricular development, ensuring that teaching resources are regularly reviewed and updated. It is expected that the successful candidate will assist with the department's co-curricular and extra-curricular events, as well as to those of the wider school. A commitment to the Schools' outstanding extra-curricular programme is a pre-requisite.

APTITUDE

- A motivating presence in the classroom
- Excellence as a practitioner
- Commitment to the nurture of all young people
- A role-model for all young people
- Ability to multi-task and prioritise
- Attention to detail

- Independent, self-motivated and organised, with an ability to collaborate with colleagues across the wider school community
- Determination to maintain high standards and expectations
- People focused
- A friendly, approachable, dependable team-player.

SKILLS, EXPERIENCE AND QUALIFICATION

Essential

- General Teaching Council for Scotland (GTCS) registered, or eligible for registration
- Recognised teaching qualification
- Subject specific degree level qualification.

Desirable

- Familiarity with Scottish Qualifications (SQA N5, Higher and Advanced Higher).

REMUNERATION AND OTHER CONSIDERATIONS

As an equal opportunities employer, ESMS is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership. We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join ESMS.

Position	This is a full time, temporary maternity cover available from 31 October 2022 to 30 June 2023.
Salary	Remuneration will be on the ESMS A scale (£30,987 - £44,877), which is above that paid in the state sector to reflect commitment to the extra-curricular programme and is dependent on qualifications and experience. Salaries are reviewed annually on 1 April.
Right to Work	ESMS is unable to sponsor the employment of international workers in this role. International applicants will therefore be unable to apply for and secure a Skilled Worker visa. The successful candidate will only be able to take up this role if they can demonstrate an alternative right work in the UK.
Pension	All teachers are automatically enrolled into the Scottish Teachers' Pension Scheme.
Staff Benefits	Staff are offered a range of benefits including: free school lunch during term time (in return for supervisory duties), use of the Schools' swimming pool and fitness room outside school hours and membership of the ESMS Discount and Benefits Scheme, including a range of discounts at 130,000 retail and entertainment locations. All staff with children at the Erskine Stewart's Melville Schools are

entitled to a tuition fee discount of 50% (pro-rata) from Nursery to Sixth Form.

ESMS reserves the right to withdraw this position at any time.

APPLICATION PROCEDURE

Applicants must complete the Teaching Staff application form and Equal Opportunities Monitoring form to be considered for this position. Please note CVs will not be accepted. Please submit both forms to recruitment@esms.org.uk before the closing date.

Any enquiries about this position should be directed to Laura McMurray, HR Assistant, at recruitment@esms.org.uk or on 0131 347 5867.

The closing date is 12pm on Monday 30 May 2022 and we anticipate interviews will be held in the week commencing 6 June 2022.