

STEWART'S MELVILLE COLLEGE



TEACHER OF BIOLOGY

Stewart's Melville College is seeking to appoint a temporary, full-time Teacher of Biology to join the school on 22 August 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 (£30,090 - £43,578 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 21 March 2022 and we anticipate interviews will be held in the week commencing 28 March 2022.

THE SCHOOLS

Stewart's Melville College is the result of a merger in 1972 between Melville College, founded in 1832, and Daniel Stewart's College, founded in 1855. Since 1989 the Royal Company of Merchants of the City of Edinburgh, which had administered Daniel Stewart's from its foundation, has delegated powers to the Erskine Stewart's Melville Schools' (ESMS) Governing Council.

Stewart's Melville College is a school for boys aged 12 - 18. There are approximately 780 boys, of whom about 20 are boarders. The school enjoys an excellent academic reputation and prides itself on the range of musical, dramatic and other extra-curricular opportunities offered to its boys. The playing fields and Pavilion at Inverleith underpin a fine tradition in rugby, hockey, athletics and cricket and boys also have access to other bespoke sporting facilities at The Mary Erskine School.

Since 1978 the school has been twinned with The Mary Erskine School. 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, dramas and musicals, as well as in numerous Outdoor Learning projects and in the Combined Cadet Force. Since August 1999, the Sixth Year has been a genuinely 'twinned' experience, with boys and girls jointly comprising a single academic, pastoral and social unit.

Stewart's Melville College was inspected by Her Majesty's Inspectorate in 2017 and was highly commended in the subsequent report. It was named The Sunday Times Scottish Independent Secondary School of the Year in 2013.

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 surrounds the majestic buildings designed by David Rhind for Daniel Stewart's College in 1855. Most of the other buildings are relatively modern and facilities have been notably enhanced during the past decade. The Sixth Form Centre and Swimming Pool were completed in 1999, the Tom Fleming Centre for the Performing Arts was created in 2007, a floodlit hockey and football all-weather facility and the Hockey Pavilion were opened in 2010, and the Dining Hall and Lecture Theatre have been renovated in recent years along with all academic departments which are now fully equipped with interactive whiteboards and wi-fi. The Music facilities have been recently extended to include a recital room and The Dean, adjacent to the campus, has been acquired and converted into another performance and conference space. A new RMPS, Modern Languages, Classics and Support for Learning teaching block, known as 'Rutherford' has recently opened.

CURRICULUM

ESMS 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 boasts its own curriculum of broad general education prior to examination years and the Scottish Curriculum for Excellence is therefore not pursued. Boys generally sit the public examinations prescribed by the Scottish Qualifications Authority. It is normal for boys 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 Music and Product Design.

TEACHERS

There are approximately 90 teachers at the school. They rely on an excellent team of support staff, whose commitment and expertise contributes greatly to the quality of the school.

PROFESSIONAL REVIEW AND DEVELOPMENT

All teaching staff participate in a three-year 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, Duke of Edinburgh or co-curricular activities would be an advantage.

THE DEPARTMENT

The Biology Department is a popular and successful department and currently consists of 4 teaching laboratories, a prep room, and a staff base. There are 2 full-time and 2 part-time members of staff working in the Department and a full-time technician. A part-time Teacher Assistant also provides support.

The Department has a record of excellent examination results as well as a progressive attitude to new developments within the subject and the school. The joint Sixth Year is large and lively and incorporates a number of visits and field trips over the year with collaboration with The Mary Erskine School (MES). The Department also has had involvement in the Carbisdale outdoor education project.

Numbers taking Biology are always strong with excellent results at N5, Higher and Advanced Higher. The Department also supports the teaching of Environmental Science at N5 and Higher. 100% pass rates are common with high percentages of pupils achieving 'A' grades at all levels. We pride ourselves in working collaboratively as a department to implement a diverse range of teaching strategies in order to support effective learning for all levels of ability. We encourage our pupils to take responsibility for their own learning and to develop good study skills. In addition, we are committed to the all-round development of our pupils and we organise a range of extra-curricular events including a Green Fingers Club, Eco Club, revision clubs, trips to external lectures and events and, where possible, participation in national competitions such as the Crest Award.

In S1 an Integrated Science Course is taught and Biology specialism starts in S2. There is also the opportunity to support Integrated Science teaching to P7 boys and girls in the ESMS Junior School.

THE POST

This is a full time, temporary position commencing on 22 August 2022 to 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 position commencing on 22 August 2022 to 30 June 2023.
Salary	Remuneration will be on the ESMS A scale (£30,090 - £43,578 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. 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 21 March 2022 and we anticipate interviews will be held in the week commencing 28 March 2022.