

Person Specification for the position of Primary Principal Teacher

Langside Primary School
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Langside Primary School: School Profile

Langside Primary School is a non-denominational, co-educational school which is part of the Shawlands Learning Community.

Our school is situated in the Shawlands area in the South-side of the city and is at the heart of a very close community. We enjoy close links with other local schools and promote positive transitions with our feeder nurseries and our receiving secondary school.

The school is over 100 years old and is a listed building.

The roll this session is 323 and the school serves a very diverse, with 36% of our learners being multilingual, some of whom receive EAL support for our full time EAL teacher, and some of whom are our highest attaining learners. We have a commitment to inclusion, including effectively support the 40% of our learners who have an additional support need. Our pupil attendance is regularly one of the highest in Glasgow at 95%.

The Staff

This session the staffing entitlement is 15.2 FTE, but this is supplemented through PEF. Our total staffing is made up of 18 teachers, including those who work part time, 2 Principal Teachers, 2 Deputes and a Head Teacher. We have 2 clerical assistants including part time staff. We also have 6 Support for Learning Workers some of whom also work part time. There is also a Janitor, catering and cleaning staff.

Partnership

There is a very supportive and Parent Carers Group, who help organise activities throughout the year and are actively involved in our school improvement journey. There are a number of opportunities for parents to assist and become involved in the learning and education of their children. Partnership between the home and the school is regarded as an important part of the education of our children.

We have strong links with the Local nurseries, primaries and with Shawlands Academy. Langside PS works in partnership to offer a wide range of extra-curricular activities to enrich the learning experience of our pupils. Learning in and out of school is a key element of our programmes of study and we continue to further develop our approach to Outdoor Learning.

Our School Aims

We are currently in the process of consulting on a refresh of our school Vision, Values and Aims.

In Langside Primary School we will provide a welcoming and friendly environment, which celebrates the diversity of our community. We are a nurturing school where everyone feels safe, happy and valued and all children are supported to reach their full potential. This is achieved through working together with children, their families and the community, based on a shared sense of direction.

Our Values, as agreed in consultation with our school community, are:

- Respect
- Kindness
- Equity
- Honesty

Person Specification: Principal Teacher (Primary)

Reports to	Head Teacher
Reference Number	As Advert
Grade	As Advert
Hours	As Advert
Status	As Advert
Location	
Closing Date	As Advert
Interview Date	To Be Confirmed

Duties and Responsibilities of Principal Teachers

Key Area	General responsibilities and duties
Strategic Vision, Values and Aims	Responsibility for the leadership, good management and strategic direction of a team of staff responsible for supporting the learning and pastoral care of children and staff. Providing curricular leadership. Promoting staff development and providing professional advice and guidance to colleagues.
Teaching and learning	Responsibility for leading the development and delivery of a curricular, learning support or pastoral care programme suitable to meet the needs of all pupils, as dictated by the School Improvement Plan or Authority direction.
Quality Assurance and School Improvement	Leading and managing the development, promotion and implementation of the school's arrangements for self evaluation and overall school improvement. Leading and implementing policies within area(s) of responsibility.
Contribution to Positive School Ethos	Promoting positive behaviour and emotional wellbeing strategies across the school. Leading on and contributing to and promoting the development of a positive school ethos. Leading on and contributing to the development, promotion and implementation of school policy and procedures.
Implementation of Pupil Support Strategies	Contribute to the development, promotion of, and implementation of school policy and procedures in relation to arrangements for supporting pupils.
Partnership Working	Liaising with external agencies to support children and staff in developing a safe, nurturing and happy school. Promote partnership working with professional and support staff, parents/carers and appropriate agencies.

Person Specification: Principal Teacher - 2 (Primary)

Subject/Stage

ESSENTIAL	DESIRABLE
Qualifications	
GTC Standard for Full Registration.	Additional qualifications or professional recognition.
Leading Learning in Glasgow	
Experience of working in a promoted post or equivalent.	
Teaching experience across P1-7 stages.	Evidence of success in engaging all stakeholders in children's learning and the life of the school.
Involvement in promoting and achieving an ethos for effective learning.	
Knowledge of current initiatives.	
Experience of leading and managing curriculum change.	
Evidence of inspiring and motivating others.	
Evidence of managing resources to effectively provide quality learning experiences for all.	
Raising Attainment and Achievement in Glasgow	
Evidence of raising standards of attainment and improving the overall quality of learners' achievements.	Actively involved in promoting council priorities and developing the full potential of children, staff and parents.
Commitment to ensuring that education of the highest standard is delivered to all pupils.	Able to evidence commitment to continuous change.
Has contributed to staff development to enhance school performance.	Success in using quality assurances processes to improve outcomes for learners.
Has made a significant contribution to a School Improvement Plan.	
Experience in the management of quality assurance processes to improve outcomes for learners.	

Actively involved in promoting school priorities and developing the full potential of children, staff and parents.

Person Specification: Principle Headteacher (Primary) cont'd

Subject/Stage

ESSENTIAL	DESIRABLE
Supporting Glasgow's Learners	
Can demonstrate significant experience of the primary curriculum, learning and teaching and meeting the needs of all learners including those with additional support needs.	Evidence of supporting colleagues to meet the needs of all learners including those with additional support needs.
Significant experience in planning, organising and co-ordinating major school issues.	Experience of leading staff development to meet school and individual needs.
Evidence of working in partnership to improve outcomes for learners.	
Working Together in Glasgow	
Experience of engagement in a range of areas of school life.	Ability to promote effective teamwork and partnerships.
Experience of developing partnerships with children, parents/carers, outside agencies and the wider community.	Experience of good communication in planning, organising and coordinating school activities.
Involvement in presenting to a variety of audiences.	Evidence of relevant skills in managing people, policy development, planning and resources.

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