

Post number	13123
Position title	Teacher of Additional Needs (Complex Needs)
Grade	Common scale - 0 - 5
Department	People
Location	Galashiels Academy
Salary/Rate of Pay	£33827.26 - £42459.02 per annum
Hours of work	27.58
Weeks per year	52
Number of staff responsible for	0
Reports to post number	Principal Teacher of Enhanced Provision
Registration requirements	GTC Scotland
Drivers Licence required	N/A
Contract status	Temporary
Contract end date	10th January 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	4 days (Tuesday - Friday)
Vacancy number	SBO09989
Closing date	14/05/2026

Role purpose

To teach pupils who have severe and complex learning needs within the Support Centre at Galashiels Academy. To deliver effective teaching and learning for pupils with ASN, profound, severe and complex learning needs.

Person specification

Criteria	Essential	Desirable
Education, qualifications and training	A degree or diploma in primary education or PGCE/PGDE along with evidence of continued personal professional development General Teaching Council Scotland Full registration	Additional professional qualification related to Additional Support Needs teaching Practical and theoretical knowledge of additional support needs
Skills, knowledge and competences	Understanding of, and commitment to the principles of entitlement, inclusion and The ability to plan and deliver highly personalized teaching programmes matching the needs of individual pupils. Ability to support, motivate and encourage all pupils, in particular those who experience barriers to learning. Ability to support, motivate and	Experience of effective multi-agency working. Awareness of current Additional Needs legislation.

	encourage staff. Ability to work positively with parents. Knowledge of 3-18 curriculum. Ability to work as part of a team.	
Experience	Knowledge and understanding of the relevant areas of the curriculum to fulfil the responsibilities of the post, including the principles of assessment, recording and reporting with particular emphasis on the needs of individual pupils. Evidence of effective teaching practice, demonstrating good classroom management skills and a positive rapport with pupils. Evidence of successful involvement in supporting children experiencing barriers to learning.	Practical and professional knowledge of pupils with severe and complex learning difficulties. Significant experience in teaching a wide range of age groups of pupils Evidence of a positive commitment to the inclusion of pupils with additional support needs
Other	Demonstrate an ability to work as part of a team A commitment to anti-discriminatory practice Effective oral and written communication skills Sensitivity and empathy to the needs of pupils, parents and colleagues Commitment and enthusiasm. To be able to prioritise workload To be able to adapt to a range of situations with a solution focused approach Effective interpersonal skills Ability to work on own initiative	

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.

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



Recruitment Profile



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



Recruitment Profile



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.