

ST ALOYSIUS' COLLEGE: THE SCHOOL

St Aloysius' College is unique. Scotland's only Jesuit school is situated at the very heart of the city of Glasgow, with a large campus right next to the Glasgow School of Art and near to the Royal Conservatoire, few schools feel quite so much part of the city. Our iconic green blazer is as much a part of the city as the Clyde and Central Station! More than 800 students are educated across the Junior and Senior Schools (3-18). The College has a proud tradition of academic excellence with results placing us amongst the top performing schools in the country. There is good demand for places at the key entry points to the schools. The College occupies a range of buildings from the imposing and listed 1859 Hanson Building, through the award winning Clavius Science Building to the £8 million sports complex at the very heart of our site. Possibly the most socially diverse of all the Glasgow independent schools the College is currently engaged in the 'silent phase' of a major appeal for further bursary funds.

The College is proud of its traditions but is forward looking and determined to continue with its vision to create 'men and women for others' for the next 160 years and beyond. We are proudly independent and members of HMC but we are also linked to the world wide Jesuit network of schools educating over 2.5 million students worldwide. This brings unique opportunities for training, development and engagement with leading schools worldwide.

The College is proudly a Jesuit and Catholic school but its community is diverse.

At the centre of our vision is a focus on the individual and as such we are continuing to develop our Additional Support department and are looking to appoint:

TEACHER OF ADDITIONAL SUPPORT (4 days per week 0.8 timetable)

The College welcomes and supports all learners. The ongoing development of the Additional Support Department is a key part of the College Improvement Plan which focuses on equity and opportunity for all and is rooted in HGIOS4.

An opportunity has arisen for an enthusiastic and innovative teacher with an excellent track record working with pupils with additional support needs. We are looking for someone who can support the values and aims of the school, contributing to the development of the additional support for learning 3-18 within St Aloysius' College and helping all learners achieve their potential.

Teachers from both primary and secondary contexts are eligible to apply.

OUTLINE OF RESPONSIBILITIES

Teaching

- Support learners within the school and lead by example with stimulating teaching which inspires and motivates learners
- Teach assigned classes, groups or individuals throughout the school (3-18)

- Maintain classroom discipline and promote positive behaviour
- Ensure that the additional support provision is an integral part of school life
- Provide support for individual learners who have social, emotional or other barriers to learning
- Provide advice and guidance to learners on issues related to their education
- Work closely with the pastoral team and class teachers in the identification of learners who may have ASN
- Assist class teachers to ensure that appropriate interventions are in place
- Help build the confidence and knowledge of teachers by sharing strategies for effective teaching of learners with additional support needs
- Support the continued development of ICT to encourage the independence of pupils with ASN
- Contribute to the preparation and delivery of learners' Individualised Educational Programmes and Individual Support Plans
- Clear knowledge of current curricular issues

Partnerships

- Be an advocate for learners with additional support needs
- Liaise with the wider Additional Support team, Pastoral team and class teachers to keep them informed of the academic and pastoral needs and progress of individual learners
- Work in partnership with parents, staff and other professionals

Development of Department

- Support and assist in the development of aspects of the departmental improvement plan

Assessing, Recording and Reporting

- Assess individual learners following referral from learner, teacher or parent
- Record and report on the work of learners

- Monitor and track key learners/groups
- Keep accurate and up-to-date records of individual learners' needs, targets and plans
- Attend parents evenings as required

Examinations

- Prepare learners for examinations in line with latest guidance
- Be Involved in procedures for SQA Assessment Arrangements

Wellbeing

- Promote and safeguard the health, welfare and safety of all learners
- Develop practice and systems to support inclusion of all learners in the classroom

Professional Development

- Undertake appropriate and agreed continuing professional development
- Participate in issues related to school planning, raising achievement and individual review

Other duties

- Attend regular departmental meetings
- Work to the direction of the Head of Additional Support on any other matters relating directly to this role which may from time to time occur
- Contribute to the wider needs of the school
- Contribute to the life of the College

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS/TRAINING	<p>GTCS Registration</p> <p>Relevant current teaching qualification</p> <p>Additional appropriate professional qualification including a Post-graduate Certificate in Support for Learning or equivalent qualification</p> <p>A comprehensive understanding and belief in the values and principles of GIRFEC</p> <p>Evidence of continuous professional development</p>	
EXPERIENCE	<p>Proven record of effective Additional Support teaching</p> <p>Proven record of teaching pupils with a wide range of ASN</p> <p>Evidence of an ability to plan coherent progressive and stimulating teaching programs matched to the individual learner's needs.</p> <p>Ability to incorporate a range of innovative and creative teaching strategies and methodology</p>	<p>The ability to teach English and/or Mathematics for small groups of pupils with support needs S1-S4 as required</p> <p>Experience of presentation for SQA examinations</p>
SKILLS/KNOWLEDGE	<p>Evidence of an ability to organise and manage classes and resources to achieve appropriate, safe, stimulating and meaningful learning experiences for all</p> <p>Promotes positive behaviour and can seek</p>	<p>Involvement in producing differentiated curriculum materials for all ages and abilities</p>

	<p>and use the advice of colleagues</p> <p>An understanding or willingness to acquire an understanding of Jesuit teaching and educational values and how these impact and enhance the learning experience at St Aloysius</p> <p>Effective written and verbal communication skills</p> <p>Strong organisational skills</p> <p>Confidence in the use of ICT both to support individual pupils and in the smooth running of departmental administration</p>	
<p>PERSONAL QUALITIES</p>	<p>A positive and child-centred individual</p> <p>Empathetic to the needs of children and young people with additional needs</p> <p>Excellent interpersonal skills with pupils, colleagues and parents</p> <p>Ability to create a happy, challenging and effective learning environment</p> <p>Ability to establish a rapport with pupils, engaging them in their learning</p> <p>Good humoured and enthusiastic</p> <p>Evidence of an ability to communicate clearly, making use of a variety of media including ICT.</p> <p>Works collaboratively with colleagues</p>	

OTHER REQUIREMENTS	Builds positive relationships with parents, professional colleagues, the wider community and other agencies. Clear commitment to education beyond the classroom and a willingness to contribute fully to the life of the school	
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The successful post holder must be capable of being a member of the PVG scheme run by Disclosure Scotland. Appointments will be subject to appropriate PVG, reference and confirmation of your Covid19 Vaccination Status checks. We strongly believe in embracing and promoting diversity in all its forms and are taking action to become a more inclusive organisation. We encourage applications from under-represented groups for all positions which we advertise.

We are committed to safeguarding and promoting the welfare of our children and young people and expect all staff to share this commitment. Questions related to safeguarding young people will form part of the selection process.

If you are interested in applying, application forms can be found on our website and should be completed and sent to Shona Thomson in the Human Resources Department at sthomson@stalloysius.org not later than **Monday 22nd November 2021**. CVs will not be accepted. The interviews and selection process are expected to take place on Tuesday 30th November.

The College has a salary structure that pays over and above the national rates and is a full member of the Scottish Teachers' Pension scheme.

There is no occupational requirement for the post holder to be Roman Catholic but an appreciation of the values and ethos of the College is essential.