

Person Specification for the position of

Primary Depute Headteacher

Glasgow Gaelic Primary School and Nursery Class
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Glasgow Gaelic Primary and Nursery class: School Profile

Glasgow Gaelic Primary School and Nursery Class is a, non-denominational, co-educational and Gaelic Medium school situated in the Anderson/Finnieston area in the North West of Glasgow. The school catchment is predominately the north and East of the city. Almost all our young people come from homes where no Gaelic is spoken with some having attended one of the Gaelic-medium early years establishments in Glasgow prior to starting in Primary One. At the heart of our school is the Gaelic language and a great emphasis on promoting and celebrating learning through the medium of Gaelic alongside promoting and celebration Gaelic culture and developing and maintaining a strong Gaelic community.

The predicted roll for August 2021 is approximately 456. The Primary school premises consists of 17 classrooms, two General Purpose rooms and an IT suite. The Primary has shared facilities with Àrd-sgoil Ghàidhlig Ghlaschu including a gym hall, an assembly area, one dining hall, two dance studios and one football pitch. Our nursery class has capacity for 40:40 places in a self-contained area of the school campus. The nursery area has two playrooms, reception area and an enclosed outdoor area.

Our Vision, values and aims

At Bun-sgoil and Sgoil àraich Ghàidhlig Ghlaschu we work together in our learning community to revitalise the Gaelic language and culture and provide opportunities and experiences which:

- provide nurture, care and help to develop our young people to be all they can be,
- support life-long learning,
- develop partnerships,
- inspire and celebrate achievement

We believe and encourage all within our learning community to have the same shared values:

- Urram / Respect – for all people in our diverse community
- Uallach / Responsibility - for their behaviour, their attitude, and their work
- Mòr-inntinn / Ambition – for themselves, for others, and for our school
- Coibhneas/Kindness – towards themselves and others.

Our Staff

From August 2021 the staffing entitlement is 21.8FTE. We currently have eighteen permanent teaching staff, two probationers and additional staff on supply or a fixed term contract basis. The Senior Leadership Team (SLT) consists of the Headteacher and two Depute Headteachers, one of the posts is currently being carried out in a job-share capacity by two Principal Teachers. There are also an additional two Principal Teachers. Support staff include three clerical/admin, seven

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support for learning assistants, janitorial and cleaning/catering personnel. The nursery class staffing consists of a Team Leader and four Child Development Officers.

Our Partnerships

There is a very supportive and active Parent Council who help represent the views of all parents and work alongside the school staff to support its development. They also help organise activities throughout the year and there are many opportunities for parents to assist and become involved in the learning and education of their child.

We have strong links with Rowena and Lyoncross nurseries as well as Bun Sgoil Ghàidhlig Bhaile Ghobhainn, Bun Sgoil Ghàidhlig Ghleanndail and Ard sgoil Ghàidhlig Ghlaschu. We also meet regularly with the Quality Improvement Officer to discuss matters specific to to Gaelic in Glasgow.

Person Specification: Depute Headteacher (Primary)

Reports to	Head Teacher
Reference Number	As Advert
Grade	DHT 4
Hours	35
Status	Permanent
Location	Glasgow Gaelic Primary School
Closing Date	09 th May 2021
Interview Date	To Be Confirmed

Duties and Responsibilities of Depute Headteachers

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 within the nursery class and the early stages of the Primary. 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.

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Duties and Responsibilities of Depute Headteacher (Primary), cont'd

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: Depute Headteacher (Primary)

Subject/Stage

ESSENTIAL	DESIRABLE
Qualifications	
GTC (Scotland) Standard for Full Registration.	Additional qualifications or professional recognition.

Leading Learning in Glasgow	
Fluent Gaelic speaker	Involvement in developing a school in terms of vision, values and aims.
Experience of working in a promoted post or equivalent.	Evidence of success in engaging stakeholders in children's learning and the life of the school.
Teaching experience across P1-7 stages.	Experience of Early years.
Involvement in promoting and achieving an ethos for effective learning.	
knowledge of current local and national initiatives including policy and practice related to GME.	
Experience of leading and managing major curriculum change including GME.	
Evidence of inspiring and motivating others.	

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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 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 assurance 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: Depute 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

Experience of good communication in planning, organising and coordinating school activities.

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the wider community.

Involvement in presenting to a variety of audiences.

Evidence of relevant skills in managing people, policy development, planning and resources.

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