

Junior School Teacher Job Information Pack



Applications open 1 May 2026 and close on 12 May 2026 at 12 noon.
Interviews Week beginning 26 May.

Start date: 13 August 2026

Junior School Teacher

About the School

Hamilton College is a non-denominational Christian Independent school for children and young people from the ages of 2-18. The school encompasses Nursery, Junior and Senior levels generating a truly 'family' atmosphere for the individual as they journey through the school.

We provide a challenging, inclusive education for all, with class numbers restricted to ensure that adequate time and provision is accorded to the individual pupil. This philosophy promotes excellence in the individual in their preferred areas of learning. Our Vision and Purpose underpin all that we aim to do at Hamilton College.

Our Vision is that by inspiring children, together we can change their future, shape society and make an impact on our world.

Our Purpose is to be a centre of excellence in education, where children are encouraged to develop their own unique pathways preparing them for life and work and to excel in a changing future.

The school sits in 17 acres of grounds comprising woodland, sports fields and recreation areas and benefits from stunning views over Hamilton Park Racecourse towards Strathclyde Country Park.

Academic

We are very proud of our academic standards, and our pupils perform consistently and significantly above national averages at all levels throughout the school. In the Junior School, pupils' progress exceeds national expectations at each stage and in the Senior School, our SQA results regularly show that we add significant value to our pupils' educational progress.

Uniform

We insist on high standards in all areas of school life, including pupils' appearance and school uniform. A smart and tidy uniform helps us to instil pride in the school and Our Ethos, promotes a positive work ethic, supports positive behaviour, maintains good discipline, and fosters a spirit of partnership among pupils, as well as contributing to school security and personal safety.

Behaviour

We expect pupils to respect the school, each other and themselves and treat others in the way they would like to be treated. Respecting the Whole School Behaviour Code helps to create a safe, pleasant learning environment where each pupil can achieve their best and fulfil their God-given potential.

Christian values underpin everything we aim to do in the school.

GRACE • CONFIDENCE • WISDOM • INNOVATION • COMPASSION • REFLECTION

Grace

We aim to be humble, generous, and polite. To give willingly without expecting anything in return. To be aware of the consequences of our actions. To trust and forgive, valuing friendship and service.

Confidence

We aim to be determined. To always do our best and celebrate achievements. To develop our communication skills so that we can express ourselves clearly and articulately. To work well independently and as part of a group.

Wisdom

We aim to make responsible decisions founded on sound knowledge, considered understanding, and informed evaluation. To be balanced, expressing our views assuredly, while respecting other beliefs and opinions.

Innovation

We aim to ask difficult questions and try new things. To dare to be different. To find joy in our learning, and to inspire others. To keep trying when things get tough and to work hard, actively seeking help when we need it.

Compassion

We aim to be caring, empathetic and respectful. To be a welcoming and supportive family which contributes to local, national and international communities. To be principled, honest, and fair.

Reflection

We aim to consider our strengths with self-awareness, while learning from our mistakes. To know ourselves, considering our relationship with God and with the wider world. To listen, think, and use our experiences to advise and support others.

The Junior School

The Junior School at Hamilton College provides a nurturing, stimulating, and secure learning environment where children are encouraged to develop academically, socially, and emotionally. Following the Scottish Curriculum for Excellence, learning in the Junior School is enriched through specialist teaching in areas such as languages, music, sport, and the arts, alongside a growing emphasis on inquiry-based and pupil-led learning. The Junior School is characterised by a warm, family atmosphere, strong relationships between staff and pupils, and a clear focus on developing confident, independent learners who are well prepared for a successful transition into the Senior School.

The Junior School continues to grow, and we have an exciting opportunity for a dedicated teacher to join our welcoming and supportive school community. We are looking for the right person to maintain the high standards of this curricular area of the school and support the Christian ethos of Hamilton College. We seek someone who will inspire, develop, and instil confidence in our learners. We welcome applications from those who are passionate about primary education and who mirror the values of our school in their lessons with young people.

The Junior School at Hamilton College benefits from excellent facilities within a shared, high-quality campus that supports both learning and wellbeing. Pupils are taught in bright, well-resourced classrooms designed for small class sizes and flexible learning, alongside access to a dedicated Makerspace area that supports STEM learning. The Junior School has access to specialist facilities including games halls and outdoor playing areas, music teaching spaces, art and creative areas, and a Library, all supported by specialist staff. Outdoor spaces are used for play, learning, and enrichment activities, while dedicated dining facilities support pupils throughout the school day. These facilities enable a broad, rich curriculum and provide a safe, stimulating environment in which children can thrive.

Hamilton College also has a large auditorium, which is leased out by many local organisations for performances and shows and assemblies. As part of our Christian ethos, our assemblies are an important part of our identity. Junior School Assemblies take place twice each week and are led by staff, visiting speakers, and young people, with one of these assemblies held in the main auditorium.

The Junior School is led by a dedicated Head of Junior School and Nursery, who provides strong strategic and pastoral leadership and is part of the Senior Leadership Team.

The staff team is made up of committed and experienced class teachers, supported by specialist teachers in areas such as sport, music, languages and the arts. Staff work collaboratively within a supportive team culture, placing strong emphasis on high-quality teaching, pupil wellbeing and positive relationships.

Job Description

Junior School Teacher

Job Title: Junior School Teacher
Responsible to: Head of Junior School and Nursery
Purpose: To teach Junior School learners within Hamilton College contributing to positive pupil outcomes and the wider life of the school.

Ethos

1. To make an effective contribution towards meeting the aims of Hamilton College.

Learning

2. To provide effective coverage of the curriculum as advised by the Head of Junior School.

Planning

3. To provide a range of consistently well-planned, stimulating lessons which engage all pupils and which help them to achieve the highest possible standards of attainment.

Teaching

4. To provide and promote effective teaching approaches.

Learning Support

5. To provide and promote challenge and support in learning well suited to pupils' individual abilities and needs, working as appropriate with the Pupil Support (Learning) Department.

Assessing Pupils' Attainment

6. To participate in the programme for assessing, recording and reporting pupils' progress and attainment in line with our assessment procedures and policies.

Quality Assurance

7. To participate in Junior School and whole-school approaches to systematic self-evaluation and quality improvement as required by the Head of Junior School.

Responsiveness

8. To contribute to departmental and/or whole-school development working groups and projects and undertakes any other duties reasonably as required.

Accountability

9. To be accountable to the Head of Junior School and Headteacher for the performance of main duties and objectives.

Reporting

10. To make reports on any aspect of the work as requested by the Head of Junior School and advise him/her about requirements, successes and concerns associated with main duties and objectives.

Co-Curricular activities

11. Contribute to the co-curricular life of the College.

Specific Objectives

Classroom Ethos

1. To maintain a purposeful but relaxed classroom atmosphere within which all pupils feel valued and where effective learning can take place.

Learning and Teaching

2. To provide teaching that is marked by high, but realistic, expectations and which promotes a joy in learning that forms a sound foundation for pupils' continuing achievement in later life.
3. To provide challenge and support in learning that are well suited to pupils' individual abilities and needs.
4. To make good use of all available accommodation, resources and facilities, including ICT.
5. If applicable, to work closely with job share partner ensuring continuity in learning across the changeover days.

Departmental and College Profile

6. To promote a positive, high profile for the department and the College with pupils, staff, the Staff Council, parents, other schools and key support agencies.

Health and Safety

7. To take all reasonable steps to exercise a duty of care and ensure the safety and welfare of pupils and staff.
8. To undertake pastoral work as requested.
9. To take all reasonable steps to protect the fabric of the College buildings and the College estate.

Professional Review

10. To undertake a programme of professional development as agreed with Head of Junior School and Nursery.

Resources

11. To make effective use of the accommodation, resources and facilities within the College.

Administration

12. To contribute to the administration of the Junior School as requested.

Safeguarding

Hamilton College is committed to safeguarding and promoting the welfare of learners. We expect all staff to share this commitment and to undergo appropriate checks, including an update PVG check.

Person Specification

Junior School Teacher

Education Qualifications & Training

- A recognised teaching qualification.
- GTCS registration (or eligibility to register).
- Appropriate subject knowledge relevant to Junior School age phases.
- Evidence of ongoing professional learning and development.
- Training in safeguarding and child protection (or willingness to undertake).
- Up-to-date knowledge of Curriculum for Excellence.

Skills Knowledge & Competencies

- Strong understanding of child development and learning needs in the Junior School age range.
- Ability to plan and deliver engaging, well-structured lessons that inspire curiosity and confidence.
- Skills in assessment for learning, feedback, and tracking pupil progress.
- Ability to differentiate effectively to support learners of varying abilities.
- Excellent classroom management skills rooted in positive relationships.
- Strong communication skills with pupils, colleagues, and parents.
- Ability to work collaboratively as part of a Junior School team.
- Competent use of educational technology to enhance learning.
- A nurturing, but aspirational approach that promotes high expectations.

Experience

- Teaching pupils within the Junior School.
- Contributing to a broad and balanced curriculum.
- Supporting pupils' academic, social and emotional development.
- Working with parents/carers in a constructive and professional manner.
- Contributing to wider school life (e.g. clubs, trips, assemblies).
- Experience (or enthusiasm) for pastoral responsibilities appropriate to the age group.

Other

- A genuine passion for working with children and supporting their holistic development.
- Commitment to safeguarding and promoting pupil wellbeing.
- Willingness to contribute positively to the ethos and values of the school.
- Flexibility, resilience, and a positive professional attitude.
- Willingness to engage in extracurricular activities or school events.
- Commitment to equality, diversity, and inclusion.
- High standards of professional conduct and teamwork.

How to Apply

Teacher of Junior School

This position is suitable for experienced teachers who are GTCS registered, or eligible to do so. Membership of the Protection of Vulnerable Groups Scheme will be required.

If you are a passionate and inspirational Junior School teacher, we would be delighted to hear from you. You may apply for this position by sending a completed application form [here](#).

The application pack for this post can be found at [Vacancies | Hamilton College](#).

An offer of employment will be subject to receiving two satisfactory references, proof of right to work in the UK and a clean report from Disclosure Scotland PVG scheme.

Closing date for applications: 12 May at 12.00 noon.

Interviews will be conducted week beginning 26 May 2026.

Start date: 13 August 2026