



**T H E   H I G H   S C H O O L**  
*o f   G l a s g o w*

**Early Years Playworker**  
**Application Pack**

## General Information

The High School of Glasgow is a vibrant, caring and high-achieving co-educational day school for pupils between the ages 3-18, which has been part of Glasgow's story since the 12th century. We aim to create a happy and nurturing community in which each individual is enabled to develop their all-round potential from the academic to sport, the expressive arts and beyond. Our young people are encouraged to develop a sense of responsibility and to pursue excellence in all their activities and opportunities.

Drawing upon our Christian background and being a school community open to all faiths and none, our ethos promotes the importance of positive relationships, seeking to foster an atmosphere of mutual tolerance and support, traditional values and a concern for others. We benefit from excellent resources, modern purpose built accommodation and having our playing fields on campus. High School pupils take a positive and enthusiastic approach to the opportunities before them and demonstrate great fun, creativity and energy in all aspects of their school life. In the end we wish to see them develop into well-rounded, confident, articulate and caring young people who will seek to make a difference in life.

The School was founded at Glasgow Cathedral in the twelfth century, became the Grammar School of Glasgow under the control of the Town Council in the fifteenth century and was renamed the High School of Glasgow in 1834. In 1894 the Glasgow High School for Girls was founded. When education in Glasgow was reorganised in the 1970's, the Glasgow High School for Girls became a comprehensive school and lost its identity and the High School of Glasgow was closed. The new, independent, co-educational High School came into being in 1976 on the day after the closure.

The School is housed on two sites approximately two miles apart on the north side of the city. There are just over 700 children at the Senior School and around 280 at the Kindergarten and Junior School. The Rector has overall responsibility for the whole school; there is also a Head Teacher at the Junior School. The modern buildings at the Senior School are set on extensive playing fields at Old Anniesland while the Junior School is situated in Bearsden in buildings which have been modernised and extended.

Junior School Developments have included a dedicated area for Kindergarten, a suite of rooms for Primary 1 and 2 children, refurbished Primary 4 and 5 classrooms and Art room, and at the Senior School a drama studio, a grandstand, containing a refectory and a multi-gym fitness centre, a new Information and Communications Technology building, a new state of the art Science Extension, opened in 2008 as well as refurbished sporting facilities including five rugby pitches and two artificial hockey pitches, the most recent being an international standard water-based pitch as part of our on-site 23 acres of playing fields.

Since 1976, the High School has established itself in a manner that its supporters could barely have expected in the 1970s. Over £12m has been raised through a combination of resources, appeals and individual donations. Very few schools can have received such support from its former pupils, parents and well-wishers and we benefit from a very positive school and club community. Through the High School of Glasgow Educational Trust we are able to support annually between 50 and 60 senior school pupils with bursaries who would not otherwise be able to attend the school.

The High School has established itself as one of the leading independent schools in the country with a high demand for places and an outstanding academic record.

Children who are happy, respected, secure and encouraged will do well, they will thrive. They will be open to getting involved, working hard and making the most of the opportunities and challenges

around them. They will be open to doing their best in every circumstance and to developing a sense of responsibility for themselves and for the needs of others and the wider world.

Here at the High School we are firmly wedded to the belief that to nurture the whole child the values and ethos described above must be provided for within an atmosphere of tolerance, care and positive relationships. These values underpin all aspects of our daily life across classrooms, corridors, expressive arts, sport and beyond. They also allow our young people to have the opportunity to experience an all-round rich and supportive learning environment in which they can develop their potential to the full and are encouraged to aspire for excellence in all they do.

## The Junior School

The Junior School consists of a two-year Kindergarten, which children join between the ages of 3 and 4½ and Junior 1 to Junior 6 classes. There are twelve classes, each year being divided into two parallel groups. The Kindergarten, which is the principal entry point to the Junior School, can accommodate 50 children, both AM and PM, in a spacious building designed especially for them. The aim of the Kindergarten is to provide a happy, caring and safe environment where each child is encouraged to develop according to his or her own ability and stage of development. The many varied experiences are intended to stimulate children, broaden the range of their learning experiences and enabling them to become confident and enthusiastic learners.

For pupils in Junior 1 to Junior 6, the day begins with Assembly, following a weekly programme that encourages pupil participation and the celebration of success. Our curriculum is based on the principles of Curriculum for Excellence, providing learning experiences through the four contexts and enabling our pupils with the skills to become life-long learners. A sound grounding is provided in the basic skills relating to Numeracy and Mathematics and Literacy and English, however all other areas of the curriculum are taught and with the expertise of specialist teachers in Art, Drama, French, ICT, Music, PE and Support for Learning. Pupils also benefit from working with the Junior School Librarian, we have Classroom Assistants allocated to each stage of the Junior School and a large team of support staff.

There are regular concerts, shows and an extensive programme of extra-curricular activities which has activities running prior to the school day, during lunch times and after school. Pupils in Junior 5 currently participate in a residential visit to York and in Junior 6, the pupils visit Newlands Outdoor Centre. Teachers are expected to give a commitment to the extra-curricular life of the school.

## Early Years Playworker

We are looking to recruit an enthusiastic and inspirational Early Years Playworker to commence as soon as possible.

**The post is permanent, working Monday to Friday on a shift pattern for 37.5 hours per week, during term time but may have some requirements for limited holiday cover.**

This is a most exciting opportunity working as support staff within the Kindergarten Team. The successful candidate should have the experience and expertise required to meet the Person Specification enclosed. They should be prepared to give time and commitment beyond the Kindergarten, as part of the community of The High School of Glasgow.

The salary will be **£16,644**. The appointment will be subject to a successful application to join the Protecting Vulnerable Groups (PVG) Scheme.

### Apply

Applicants should email a CV and covering letter to [vacancies@hsog.co.uk](mailto:vacancies@hsog.co.uk) by **noon on Monday 24<sup>th</sup> January 2022**.

## Person Specification

### Qualifications - Essential / Desirable

Essential
<ul style="list-style-type: none"><li>• Registration with or eligibility to register with SSSC</li><li>• SVQ Level 2 Children's Care Development or equivalent</li><li>• PVG Membership for Regulated work with Children or willingness to obtain prior to a formal offer of employment being made</li></ul>
Desirable
<ul style="list-style-type: none"><li>• HNC Early Education and Childcare/Childhood Practice</li><li>• SVQ Level 3 Children's Care and Development</li><li>• S/NNEB or equivalent</li><li>• First Aid qualification</li></ul>

### Knowledge / Skills / Understanding - Essential / Desirable

Essential
<ul style="list-style-type: none"><li>• Up to date Food and Hygiene Certificate or equivalent, or ability to gain this</li><li>• Ongoing involvement in appropriate professional development training</li><li>• Ability to work as an effective team member and to support children and staff to contribute to a positive and warm ethos</li><li>• Strong verbal and written communication skills, including the ability to interact appropriately with a range of people, with the ability to relate to young people and have good communication skills with families, carers and other agencies</li><li>• Ability to demonstrate a high level of adherence to the SSSC Codes of Practice and other legislative requirements</li></ul>
Desirable
<ul style="list-style-type: none"><li>• Experience and working knowledge of using Food and Hygiene qualification, Setting the Table and relevant Early Years Guidelines in a 3-5 setting</li><li>• Experience of working closely with children aged three to five years in a nursery setting</li><li>• Experience in working collaboratively and participating in team self-evaluation activities</li></ul>

## Previous Experience - Essential / Desirable

Essential
<ul style="list-style-type: none"><li>• Experience and skills to interact effectively with young children</li><li>• Experience in a support role within a 3-5 nursery setting</li><li>• Experience preparing and serving snacks and lunches to children within a 3-5 setting</li></ul>
Desirable
<ul style="list-style-type: none"><li>• Experience in Early Learning and Childcare setting within 3-5 age range</li><li>• Knowledge of child development</li></ul>

## Other - Essential / Desirable

Essential
<ul style="list-style-type: none"><li>• Ability to be flexible and highly adaptable within a busy childcare setting</li><li>• Supportive of the ethos of The High School of Glasgow and its Christian background</li><li>• Commitment to attend evening Parent Meetings and other events, as required</li></ul>
Desirable
<ul style="list-style-type: none"><li>• Interested in contributing to the local community</li><li>• Good organisation and administrative skills</li></ul>

## Additional Comment

This document will be reviewed:

- **on an annual basis at the time of the annual appraisal meeting, or**
- **as a result of a change in strategic direction, or**
- **as a result of a team/ operational requirements, or**
- **as a result of agreed performance appraisal needs and objectives, or**
- **within six months of appointment**

The High School is committed to safeguarding and promoting the welfare of children. Applicants and job holders must therefore be willing to undergo child protection screening and safer recruitment checks appropriate to the post.