



# RECRUITMENT PACK IBSTOCK SCHOOL Casual Exam Invigilators

Grade 4 (£12.55 per hour) + holiday pay  
Casual

Required as soon as possible



i nspiration i nnovation i ntegrity

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# **CASUAL EXAM INVIGILATORS**

**Grade 4 (£12.55 per hour) + holiday pay**

**Required as soon as possible**

**As part of our continued growth, we are looking to expand our team of casual invigilators to cover the exam periods throughout the academic year.**

Reporting to the Examinations Manager, the role involves supporting students through the provision, supervision and monitoring of internal and external exams in accordance with JCQ and

Ibstock School's regulations and instructions.

Experience is not required, as training in the role and duties of an invigilator will be provided.

If you are interested in working on a casual basis, are reliable and can be readily available and flexible with your time during exam periods, we would like to hear from you.

Ibstock School is at the heart of the local community, serving families in Ibstock and the surrounding villages of North-West Leicestershire. The School joined LiFE Multi Academy Trust in July 2021 and has recently completed its transition to become an 11-16 school.

*LiFE Multi Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.*

*All offers of employment will be subject to a DBS check and an online search.*

January 2025

Dear applicant

### **CASUAL EXAM INVIGILATORS**

Thank you for your interest in the above post at Ibstock School. As part of our continued growth, we are looking to increase our team of casual exam invigilators to cover the exam periods throughout the academic year.

#### **About the role and you**

The role involves supporting students through the provision, supervision and monitoring of internal and external exams in accordance with JCQ and the school's regulations and instructions.

Experience is not required, as training in the role and duties of an invigilator will be provided. Ideally you will be a team player with effective communication and organisation skills, along with the confidence to give instructions and manage situations and to provide a reassuring presence to candidates in exam rooms.

If you are interested in working on a casual basis, are reliable and can be readily available and flexible with your time during main exam periods, we would like to hear from you. The main exam period is between mid-May and the end of June. There will also be internal exam sessions during November, March and April.

#### **How to apply**

We encourage you to visit our website for more detailed information about the school and further information about the vacancy. Informal enquiries are welcomed by emailing [jobs@ibstockschool.co.uk](mailto:jobs@ibstockschool.co.uk) or by calling 01530 260705.

Applications should be made via our Eteach portal by clicking on the link below and should be received no later than **9.00 am on Friday 31 January 2025**.

<https://www.eteach.com/careers/lifemultiacademytrust/>

Interviews for shortlisted applicants will be held on Tuesday 4 February.

#### **The application process**

##### Safeguarding

We are committed to safeguarding and promoting the welfare of children and young people. All staff and volunteers are expected to behave in such a way that supports this commitment. Appointment to this post will be subject to satisfactory pre-employment checks.

#### Data Protection

Should you be unsuccessful with your application, the school will confidentially destroy your application form after six months of its submission. If you are successful in your application, this information will be kept securely as part of your personal employment record.

#### References

Applicants must provide the details of two referees. One reference should be from your current employer or if unemployed, your last employer. Where possible, references should be from separate sources and not from the same organisation or employer. All referees should have known you for at least one year or more and cannot be from a spouse, partner, friend or relation or from someone with whom you live. The school will contact referees for verification. Please ensure that you have permission to provide their details on the application form and note that references will be sought prior to interview for all shortlisted candidates.

#### Equal Opportunities

We are determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justified.

I look forward to receiving your application. Thank you in advance for your interest in working with us and for the effort that you have made with your application. If you wish to discuss or clarify anything arising from the information attached, please do not hesitate to contact us.

Yours sincerely



Nicola Koncarevic

Headteacher

# JOB DESCRIPTION

<b>Job Title:</b>	<b>Exam Invigilator</b>
<b>Responsible to:</b>	<b>Examinations Manager</b>
<b>Hours of work:</b>	<b>By negotiation and agreement during internal and external exam periods.</b>
<b>Job Purpose:</b>	<b>To support the school by helping to provide the best conditions for students during internal and external exams and ensuring there are no breaches to the rules under which exams are conducted.</b>

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## **Main duties and responsibilities**

- Report to and be briefed by the Examinations Manager prior to each exam session
- Ensure exam rooms are set up according to the requirements
- Admit candidates into exam rooms under formal exam conditions and assist with helping them find their seats
- Supervise and observe candidates at all times throughout exams
- Deal with any candidate queries and questions
- Effectively deal with any emergencies that arise in the exam room
- Record/report any incidents, disruption or irregularities
- Collect and collate exam papers at the end of examinations ensuring the security of exam papers
- Dismiss candidates from the exam room
- To operate within all relevant school policies including health and safety

## **Other tasks**

- To undertake any necessary training in order to keep up to date with current exam rules and regulations
- Facilitating access arrangements for candidates, for example as a reader, scribe etc. (full training will be provided)
- Undertake, where required, any other duties outside of the examination room as requested by the Examinations Manager such as preparing boxes with equipment, resources prior to exams.

## **An ideal candidate will:**

- be reliable, flexible and readily available during exam periods. The main exam period being between mid-May and the end of June. There will also be internal exam sessions during November, March and April
- have effective communication skills and good interpersonal skills
- work well as part of a team
- have excellent organisational skills
- be confident and a reassuring presence to candidates in exam rooms
- be able to give instructions and manage situations

### Considerations

- a. Appointment to this post will be subject to satisfactory pre-employment checks, including an enhanced level DBS (Disclosure and Barring Service) check regarding any previous criminal record and an online search.
- b. This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed.

## PERSON SPECIFICATION

### Exam Invigilator

Qualifications and Experience	
Essential	Desirable
GCSE English at Grade C or above (or equivalent) GCSE Maths at Grade C or above (or equivalent) Proven ability to work effectively with a range of people	Experience of working in a school/school environment
Knowledge and Skills	
Essential	Desirable
Displays commitment to the protection and safeguarding of children and young people Strong interpersonal and communication skills Evidence of working well as part of a team Demonstrate high expectations of self and others Able to work reliably and flexibly Good organisational skills Able to react appropriately to problems and unexpected situations Can maintain confidentiality	Holds training and qualification for 'designated child protection' To able to give instructions and manage situations

## Vision, Values and Ethos

### LiFE Multi Academy Trust

#### Bringing Learning to LiFE

##### Vision:

We have a compelling desire to provide high quality, personalised and rounded education for everyone, right in the heart of our local community. We believe that no school can be deemed successful unless all those around it are also successful, popular and flourishing. Hence, we believe that dynamic, mutually accountable collaboration and challenge between local schools as members of the LiFE MAT is the cornerstone of our future success.

Each of our schools needs to be seen as a leader of, and vital to, its local community; each school is regarded as fundamental to the identity of its surrounding community. In this capacity we will relentlessly promote the values of inclusion and the celebration of diversity, alongside personal responsibility and respect.

##### Values:

- Ensuring that every student achieves positive, life changing outcomes
- Providing a whole education: academic excellence co-existing with an exceptional commitment to activity beyond the school gate
- **The relentless pursuit of excellence by;** expecting this of every person, every day; recognising and celebrating behaviours that lead to great progress and promoting and celebrating elite performance inside school and in the wider world
- Valuing and promoting the celebration and understanding of diversity and qualities of our staff and students
- Ensuring that all students and staff feel known, appreciated and supported
- Committing whole-heartedly to collaboration within, between and beyond our academies
- Ensuring our curricula are agents for the promotion of our values

## Our Trust consists of

The LiFE Multi Academy Trust currently consists of 10 Schools. Our lead school is Bosworth Academy with the other schools in the Trust being Ashby School, Braunstone Frith Academy, Countesthorpe Academy, Desford Community Primary School, Dovebank Primary School, Kingsway Primary School, Ibstock Community College, Ivanhoe School and the The Winstanley School.



## Our offer for all staff joining the LiFE Multi-Academy Trust and our schools

Professional Capital: *'we believe in getting the right people, getting them to work together and getting them to stay'*

STRATEGY	DESCRIPTION
Putting Your Trust in Our Trust	We believe in your development. Everything we do is about creating a team of committed professionals who share our ambition for young people. If you believe in this too, we are committed to providing an exciting, enjoyable and rewarding working environment.
Coaching	Coaching is integral to our success. We support colleagues through coaching; enabling deep reflection, which has allowed us to build a bold, creative and aspirational culture, where collaboration with peers and new approaches to practice are encouraged.
Personal Improvement Plan versus Performance Management	Instead of the usual performance management, we encourage our staff to identify aspirational targets through our 'Personal Improvement Plan' (PIP) process. With your coach, you will look to make significant progress in a critical area of your practice; we believe in valuing the process of improvement not pass or fail numerical targets.
Health and Wellbeing Strategies	<p>Having happy and healthy staff is key to a successful organisation. The Trust is committed to:</p> <ul style="list-style-type: none"> <li>providing employees with a safe, healthy and supportive environment in which to work</li> <li>recognising that the health and wellbeing of our employees is important</li> <li>providing a supportive workplace culture where individuals healthy lifestyle choices are valued and encouraged</li> </ul> <p>We are committed to supporting colleagues to overcome the stigma and discrimination of mental health issues within the work place. To show our commitment to this we have publicly signed up to 'Mindful Employer' and the 'Charter for Employers who are Positive about Mental Health'.</p> <p>We believe it is important that we are role models to our students of how to be a healthy adult. We actively promote the importance of a work life balance, offering support to staff on managing stress and workload, as well as a physical activity programme. Access to coaching, counselling and supervision is also available to all staff.</p>
Equality and Equal Opportunities	Our Trust and its schools are committed to ensuring equality of opportunity in line with the Equality Act 2010. The Trust seeks to reduce disadvantages,

	discrimination and inequalities of opportunity, and promote diversity in terms of its students, workforce and our wider communities we serve.
Presumed Professionalism	We have a 'Presumed Professionalism' ethos across the Trust. Our staff are professional educators and we recognise the need to support staff to enable a healthy work life balance to allow maximum impact whilst working with our young people and each other. We achieve this by allowing staff to sign out during their free periods, as long as professional duties are not affected. See our policy for further details.
Development of Professional Capital and Excellence	<p>As a Trust we always look to invest in our staff and pride ourselves on our 'home grown talent'. We pride ourselves on this and believe this has the biggest impact on how our staff understand their communities and make a difference to the lives of our young people.</p> <p>Quite simply, our aim is to employ people who match our ethos and values and enable them to truly collaborate with colleagues across the Trust so that they are satisfied professionally. We provide outstanding training pathways which draw on excellence both within and outside of our Trust to enable you to build your professional capital.</p> <p>Examples of the many opportunities we encourage staff to take up externally include:</p> <p>The National Professional Qualification for Senior Leadership (NPQSL)</p> <p>The National Professional Qualification for Headship (NPQH)</p> <p>The National Professional Qualification for Middle Leadership (NPQML)</p> <p>The Outstanding Teacher Programme (OTP)</p> <p>Initial Teacher Training (ITT)</p> <p>Pathways are available at apprenticeship level, NQT, aspiring middle leader, Lead Practitioner and aspiring senior leader level. Some of these courses are led by staff within the Trust and others are externally accredited. In addition, the Trust provides the opportunity of becoming an associate SLT member, enabling middle leaders to gain insight and experience of leadership at the highest level within a school.</p> <p>Support staff have their own Personal Improvement Plan that they use as a tool to create a bespoke professional development plan. All support staff also receive Coaching and training opportunities, in order to help them feel empowered and in charge of their own development.</p> <p>Across the Trust we pride ourselves on equal opportunities for all staff, irrespective of background, gender, disability, religion, sexual orientation or age.</p>

Great Access to Progression and Leadership Responsibility	Further evidence of our investment in 'home grown talent' is that 86% of our TLR holders have been internal appointments. We have clear professional progression pathways within the CPD offered throughout the year at all levels within the Trust.
Collaboration Across all Schools	We are developing relationships across our Trust to enable collaboration to support learning and teaching outcomes. In addition, we are able to offer a joint CPD programme to draw upon expertise across the Trust. Staff work and meet regularly in teams across schools in the Trust and we hold an annual Strategic Planning Day, where each member of the Trust work together.
Sabbatical and Flexible Working Policies	We have developed a unique sabbatical policy to support staff to develop their interests. For some, this has been to develop professionally, whilst others have taken this time to experience travel with their family. See our policy for further details.  Flexible working arrangements are also promoted across the Trust where possible, to enable our staff to manage their work life and family commitments.
Strong Induction Process	It is important to us that every member of staff has the right start to working in our Trust. The importance of a good induction is invaluable for new starters irrespective of previous experience. To support this, we have a New Staff Induction Day before the start of term, which enables colleagues to get a real understanding of what the school is about and what it means to be part of the Trust. This day also prepares new staff for our training (conference) days at the beginning of the Autumn term. In addition to this ALL staff are invited to visit a series of lessons across the school year.
ECT Support	Where possible we try to ensure that ECTs have reduced teaching loads to allow them more opportunities for CPD throughout the school week. This also allows for peer to peer observations and additional coaching to take place to develop their practice.
3D Networks	3D Networks are an opportunity for faculties to share good practice and new ideas with colleagues across the school, based on our unique 3D Learning and Teaching model.
Attendance of Staff	Our staff are committed to their roles and ensure that students are supported to maximise their outcomes. Levels of attendance are exceptionally high across all staff and well above national averages in the education sector and beyond.

We are always looking for highly quality teachers and support staff who buy into our values across the LiFE Multi Academy Trust and our school.