



Applicant Information Pack





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Letter from the Principal



Welcome to Cowley International College and this exciting opportunity to work with us.

I hope that you find the information in this pack useful and that it gives you an insight into our friendly and supportive family.

Cowley is a warm, caring and vibrant community – there is always something happening here in our school, whether that be dance shows, sporting events, clubs or special guest talks.

We value every person at Cowley and we are driven by an underlying philosophy captured in five words, 'Achieving the highest standards together'.

We believe that every young person deserves the best possible education, regardless of background and ability, and we work with determination to ensure that we unlock their potential.

If you share our high expectations and strong desire to help young people succeed, then you will be very successful working with us.

It is important to us that we appoint the right person and, if that is you, you will be hardworking and have a clear commitment to changing young people's lives for the better. The children and families of Cowley deserve nothing less.

I look forward to meeting you at interview.

Russell Cormack, Principal



Our Mission

Cowley is a high school and Sixth Form College with approximately 1500 students, of which 250 are in the Sixth Form. We are steeped in history and one of the oldest schools in St Helens, if not the oldest, having been founded in 1716.

Our mission statement is shaped by our vision for all Cowleians to achieve the highest standards together, articulated by our school motto:

'Non sibi seb omnibus', which translates as 'Not for oneself but for all.'

We have six Cowleian characteristics that we encourage our students to be:

- Aspirational
- Considerate
- Good Communicator
- Healthy
- Independent
- Positive Contributor

Through teaching and providing an environment that is stimulating, safe and caring, we encourage all students to develop themselves and to support each other to achieve their full potential.

Cowley was graded as 'Good' by Ofsted in November 2021. The report stated:

'Pupils, including students in the sixth form, said that Cowley International College is a special place to learn' and 'Pupils described their school as a welcoming and friendly community where 'people smile at one another'.





A strong link with St Helens Rugby League Club, who have training facilities within the college grounds, has been built up over a number of years, providing fantastic opportunities for students who have an interest in sport.

The College's tenacity to move with the times and offer its students an outstanding curriculum, inside and outside of the classroom, is what secures Cowley's reputation of providing a well-rounded education.





What We Offer Our Staff

Our staff are our most important asset and their wellbeing is of the utmost importance to us. All our staff, at every stage of their careers, have access to expert support and training.

We offer:

- Flexible working opportunities – part time option available
- Supportive Leadership Team
- 'TLC' sessions investing in personal development for all colleagues
- Access to formal qualifications for career progression, e.g. NPQs, apprenticeships
- Teachers' Pension/Local government pension schemes and recognised continuous service
- Free flu vaccine
- Discounts and online offers at major high street/online retailers
- Staff 'Golden Ticket' leave of absence scheme
- Staff get together at the end of term
- 24/7 Employee Assistance Programme offering advice to you and your family around legal, financial, health as well as free counselling
- Cycle to Work scheme





Application Process

If you would like to join the Cowley family and you have the passion, drive and aspiration to ensure that all learners achieve their potential, please go to the job vacancies section of St Helens Council website [St Helens Jobs Online \(sthjobs.azurewebsites.net\)](http://sthjobs.azurewebsites.net) and apply online. Alternatively, please apply via TES [Cowley International College - Tes Jobs](#).

Applicants are encouraged to visit the college. Please contact Karen Joinson, PA to the Principal, on 01744 678030 or email jobapps@cowleysthelens.org.uk.

Cowley is committed to safeguarding and promoting the welfare of our students and expects all staff and volunteers to share this commitment. Our recruitment procedures follow Keeping Children Safe in Education guidance.

Offers of employment may be subject to the following checks (where relevant):

- Childcare disqualification
- Disclosure and Barring Service (DBS)
- Medical
- Online and social media
- Prohibition from teaching
- Right to work
- Satisfactory references
- Suitability to work with children

You must tell us about any unspent conviction, cautions, reprimands or warnings under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

