

# GOFFS-CHURCHGATE ACADEMY

Appointment of  
Exam invigilators

RESPECT  
ASPIRE  
NURTURE  
ACHIEVE



College Road  
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Hertfordshire  
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# WELCOME FROM DANNY BRYANT, PRINCIPAL

It is a great honour to welcome you to Goffs-Churchgate Academy.

This is a community I care deeply about, and it is a privilege to lead a school that is so integral to shaping its future, and to fulfilling our shared vision of **'no set destiny for any child'**.

**Goffs-Churchgate is a smaller than average secondary school, and that is one of our greatest strengths.** It allows us to create a learning environment where every student is known, valued, and supported. Strong relationships are at the heart of the school, and this is reflected in the pride our staff and students have in their school and the positive culture you feel as soon as you walk through our doors.



We believe in high expectations - of ourselves, of our students, and of one another. That begins with academic success, and we are proud of our outcomes in both GCSE and vocational qualifications (**P8: 0.37**). But we also understand that a truly great education is about more than exam results. We want our students to leave Goffs-Churchgate with the qualifications, confidence, and values to make a positive contribution to the world around them. Our values - **Respect, Aspire, Nurture, and Achieve** - guide everything we do. We work hard to ensure they are not just words on a wall but represent the habits that shape our daily routines, interactions, and expectations.

Culture is at the heart of every successful school. As a staff, we are focused on building a purposeful culture where everyone at Goffs-Churchgate feels supported, systems are clear, and there is consistency in how we work together to deliver the very best as a school.

Our current **Ofsted grading (GOOD - May 2022)** provides us with a strong platform from which to work and look at how we further improve at Goffs-Churchgate Academy. We will continue to be motivated by the impact the school is having - both in the lives of our students and across the wider community.

You are warmly invited to visit us and experience first-hand the ambition, warmth, and values-driven approach that make Goffs-Churchgate Academy such a special place to work and learn. We look forward to welcoming you.

**Danny Bryant**  
**Principal**



# ADVERT & HOW TO APPLY

# EXAM INVIGILATORS

## Casual Contract - £12.66 Per Hour

We are seeking to recruit enthusiastic and committed Exam Invigilators to uphold the integrity of the external examinations process and ensure all internal exams are conducted to a high standard at both Goffs and Goffs-Churchgate Academies.

The appointments are offered on a casual contract, with shifts allocated depending upon each school's exam timetable, and paid at an hourly rate of £12.66ph. The role involves ensuring correct exam procedures are followed, distribution and collection of examination papers, and monitoring students during the examination periods.

Exam periods run as detailed below: -

Mock Exams – October / November (2 weeks) – February / March (2 weeks) – June/July (2 weeks)

Public Exams – November (1 week) – January / February (2 weeks) – May/ June (8 weeks)

Invigilators will need to be flexible with availability during exam seasons for both morning and afternoon shifts. (Morning shifts start at 8am to approx. 11am and afternoon shifts start at 12noon and finish approx. 3pm)

The successful candidates will have the opportunity to gain access to an exclusive range of benefits at the Trust.

For further details about the recruitment process, please contact the HR Team on 01992 624375, or by email at [recruitment@generationsmat.herts.sch.uk](mailto:recruitment@generationsmat.herts.sch.uk)

Closing date for applications: **N/A**

Interviews: **held on rolling basis as required**

The Trust is committed to safeguarding children and young people. All post-holders are subject to a satisfactory enhanced DBS check.

The Trust reserves the right to process applications as they are received, and early applications are encouraged. Previous applicants need not apply.

Generations Multi Academy Trust is committed to the safeguarding and welfare of children and applicants must be willing to undergo child protection screening appropriate to this post, including checks with past employers and the Disclosure and Barring Service.

Please note that this role is 'exempt' from the Rehabilitation of Offenders Act 1974 and therefore, you are required to declare any convictions, cautions, reprimands and final warnings that are not 'protected' (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). Further information is available on the school's website.



# JOB DESCRIPTION

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## **EXAM INVIGILATORS**

To ensure that all school exams are conducted and invigilated in line within internal and external requirements. Reporting to Exams Manager, liaising with teaching and support staff, other invigilators.

### **GRADE**

**Casual contract £12.66 per hour**

### **MAIN AREAS OF RESPONSIBILITY**

- Preparation of exam rooms and relevant equipment
- Liaison on access arrangements and seating candidates
- Attendance registers
- Invigilating exams as working supervisor
- Co-ordination of invigilation arrangements and dealing with issues arising from exams
- Administration of exam materials
- Keeping up to date with changes to exam arrangements
- Supporting the Exams Manager in carrying out their role
- Perform other reasonable duties within scope of skills as directed by line manager
- To attend mandatory training sessions

### **KNOWLEDGE, EXPERIENCE AND TRAINING**

- Understanding of the procedures of the school in relation to exams and other forms of testing
- Have or be prepared to develop supervisory skills
- Be extremely organised and have clerical skills
- Be flexible in order to meet changing requirements and priorities
- Be prepared to meet seasonal demands of exams during the school year
- Be assertive and effective in dealing with students
- Be diplomatic but persuasive with teaching and other support staff
- Must be a confident and strong character, preferably with experience of implementing effective discipline
- Evidence through DBS check and recruitment process of suitability for working with children

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The school will endeavor to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This job description is current at the date shown, but following consultation with you, may be changed by Governors to reflect or anticipate changes in the job which are commensurate with the salary and job title.



# INFORMATION ABOUT GOFFS- CHURCHGATE AND THE GENERATIONS MULTI ACADEMY TRUST





# INFORMATION ABOUT GOFFS-CHURCHGATE AND THE GENERATIONS MULTI ACADEMY TRUST

## **Welcome to our information pack about Goffs-Churchgate and the Generations Multi Academy Trust.**

Goffs-Churchgate Academy was the first school to join the Generations Multi Academy Trust. The school is now in its seventh year of operation and continues to go from strength to strength.

The school is a fully mixed comprehensive school from 11-16 years of age, with 600 on roll. The school has rapidly established a very strong reputation in the area, and is now consistently oversubscribed. In addition, the school recently received its OFSTED report from May 2022, which graded the school as “good” with outstanding features.

One of the school’s key strengths is its highly cohesive and supportive community. As such, the decision to cap student numbers at 600 is entirely deliberate, enabling us to maintain a strong sense of community where everybody knows everybody else - if you visit, you cannot fail to be struck by this. It is a very special part of who we are.



## **Professional Working and Learning Environment**

The school has benefited from brand new facilities, opened in October 2016, including professional teaching and learning facilities for all subjects. The school also benefits from a recently installed 3G playing surface for PE; a gym with a professional sprung floor; a Dance Studio; recent refurbishment of additional classrooms and an indoor swimming pool. The new facilities provide a light, modern, professional, and fit for purpose working environment for all. The Trust has also invested significantly in modernising additional teaching spaces, providing a fantastic environment for our students and staff.

Our strategy for continuous school improvement has had huge success and we are actively committed to ensuring that our very popular and successful schools continue as centres of excellence in the community.



## The Generations Multi Academy Trust

GMAT is a cross-phase Multi Academy Trust based in Cheshunt, currently comprising two secondaries and two primaries - Goffs Academy, Goffs-Churchgate Academy, Flamstead End School and Andrews Lane School. Across the piece, GMAT currently has just under 3,000 students in its care and employs just under 400 staff. The MAT also has nursery provision on the Goffs-Churchgate site, with subsidised and term-time only places for staff. The nursery is run by Ashbourne Nurseries - <https://ashbournedaynurseries.com/>.

All of the schools are within close proximity of each other and share many activities, including CPD for staff. One of the Trust's fundamental principles is that no one school is in any way more important or successful than the other. As such, CPD and other events are rotated through all schools in the Trust, with everyone learning from and sharing with each other. This collegiate and collaborative approach permeates our Trust.

The MAT is extremely clear about its daily purpose, reflected in its motto of "no set destiny for any child." All of our schools, leaders and staff believe fiercely in the life-changing nature of education and work tirelessly to that end, day in and day out. There is no set destiny for any of the children in our care; rather, we are each very clear that our daily work across the piece allows children to forge new futures and destinies.



**Andrews Lane School** joined GMAT from 1st January 2025. It is a warm and welcoming primary school in Cheshunt with approximately 170 children on roll. It has lots of space, including a field and a forest. It is a one-form entry school. In EYFS, 30 hours provision is available. As a 'Herts Therapeutic Thinking' school, the school is committed to understanding and supporting children with their learning and achievement, within a context of deep-rooted mutual respect. The school is committed to supporting its children and their families, and as such provides adult learning classes throughout the year. Staff are committed, dedicated professionals who want to do their very best for every pupil.



**Flamstead End School** is a thriving primary school in Cheshunt with approximately 490 children on roll. It has a preschool, a 60-place nursery offering 30 hours provision, and two classes per year group from Reception to Year 6. Flamstead end is also a 'Herts Therapeutic Thinking' school, and seeks to understand and support children's behaviour so that they are able to learn and achieve to the best of their ability. The school is a tight knit community, with a well-established staff who care for one another and the children in their charge.



**Goffs** is a mixed 11-18 comprehensive academy with approximately 1,600 students on roll, including a thriving and successful sixth form. The school is also extremely popular in the local area, with an average of over 800 applications annually for the 240 places available, and significant waiting lists for places across the year groups.



**Goffs-Churchgate** is a fully mixed comprehensive school for 11-16 year olds, with just over 600 students on roll. The school has rightly established a very strong reputation for both its academic outcomes and its close-knit, nurturing community, receiving over 600 applications for just 120 places for 2024 admission. The decision to cap student numbers at 600 is entirely deliberate, enabling us to maintain a strong sense of community where everybody knows everybody else.

The MAT's finances are overseen by a highly skilled Chief Finance Officer with considerable financial expertise in the private sector, plus a highly experienced Finance Manager. The Trust deliberately created an innovative Income Generation function, and extensive lettings and business development work now takes place across all sites in the MAT. This additional income – now yielding around £600k per annum – underpins generous levels of staffing at both schools, plus many “extras” that would otherwise be unaffordable in the current funding climate.

GMAT is a fully centralised MAT, with all of our schools able to access dedicated, expert advice and support from centralised functions in HR, Finance, Income Generation, Data/Business Analysis, ICT and Estates.

Our schools are proud to be truly community-based schools, with students and staff from different nationalities, faiths and cultures and a number of languages spoken in each school. As a Trust we recognise and celebrate what makes us unique and different, and acknowledge that we are also part of one community. Our aim is for everybody to feel valued and respected, and we strive hard to ensure we create a positive culture within the schools to enable this to happen.

Further information about GMAT can be found here: <https://generationsmat.com>



## Outcomes

Exam results in 2024 once again produced an overall estimated progress score significantly above the national average and reflect the continued success the school has achieved since joining the Trust in 2017.

Highlights include:

- Exceptionally strong progress scores across the headline measures, with the overall progress 8 score significantly above the national average for a third year in a row. (progress 8 score: 0.37)
- Excellent outcomes were achieved in maths and the performance in English was phenomenally strong (Maths progress score: 0.31. English progress score: 0.61)
- The outcomes at the top end were particularly impressive with the progress score for the students with high prior attainment very significantly above the national average
- There was a 12% increase in the percentage of students entering the full Ebacc to bring the overall entry figure to 67% which is significantly above the national average of 39%, and the Hertfordshire average of 47%

## Community

Goffs-Churchgate prides itself on its sense of community – both within the school and in the wider locality. We are members of Cheshunt Extended Services (ChExS), offering a variety of extended school and community-based activities for both students and parents. Our students actively support local charity work and maintain strong links with our local primary schools.

We firmly believe in every student feeling a strong sense of community, and on entering the school, each student is placed in one of four Houses: Attenborough, Rashford, Seacole, and Trott. Each House is led by a team of student House Captains and has a clear sense of identity. Regular competitions and assemblies strengthen this sense of community.

Students within each House arrange a variety of fundraising events throughout the school year. The House raising the most money in the year for our school charity is awarded the annual Charity House Shield. Our new House names were introduced in September 2021. This was part of a wider school project on diversity to ensure that our school community reflects the diverse culture that it serves. An example of this project is the impact that it has had in English. As a result of the diversity project, there has been a complete overhaul of the Key Stage 3 curriculum, with students now studying books representing a very diverse range of authors.

Our students have a wide range of student leadership opportunities open to them as part of actively encouraging leadership development. These student-led groups include:



- Student Congress made up of Committees from Students in Years 7-10
- 2 Year 11 Head Students
- 2 Year 11 Deputy Head Students

Across the Multi Academy Trust, a large variety of annual school trips give students the opportunities to sample different cultures, while an extensive programme of off-site visits provides opportunities for students to experience the diversity that exists within the UK, including theatre, galleries, and museum visits.

Goffs-Churchgate is proud to be a genuinely comprehensive school, with students and staff from different religions and several languages spoken in the school. We recognise and celebrate what makes us unique and different and acknowledge that we are also part of one community. Our aim is for everybody to feel valued and respected, and we strive hard to ensure we create a positive culture within the school to enable this to happen.

Successful learning occurs when students feel safe, confident, respected, valued, and are engaged. Goffs-Churchgate believes in supporting and nurturing all students in their quest to become successful learners. As such, we place a high value on pastoral care as an integral part of the school's life. We have an extensive pastoral care system to support the welfare and progress of all our young people.

### **Staff Development**

The Trust has an extremely strong reputation for staff development, for both teaching and support staff. Developing the next generation of school leaders, both middle and senior, plus future Headteachers for those who wish to pursue this, is also a responsibility that we take very seriously. We have a full suite of staff leadership development which staff can join, be they an ECT or highly experienced colleague.

Taking advantage of the many opportunities inherent in being a cross-phase MAT, the MAT runs a calendared programme of networking meetings where leads across both phases can come together to discuss and share best practice in areas including safeguarding, behaviour and teacher training.

In addition to whole staff training days, we disaggregate a number of hours for training every year. This allows staff development to be highly personalised as staff can opt for the training which best meets their needs, including the opportunity to do a research project in partnership with Cambridge University. Many use their disaggregated time to coach others or to receive coaching. Moreover, there are specific training sessions for ECTs and other interested staff which run each week after school.

We also place a lot of emphasis on 'on the job' training and support. A thorough induction scheme is available to all new staff, and mentors/buddies are assigned to guide you through those new routines. Finally, external courses can of course be booked if, on very rare occasions, we cannot cater for a particular training need in-house.

## Leadership Development

The Trust's leadership academy encompasses both staff and student leadership development through a series of student led groups and staff leadership pathways. The staff programme specifically provides opportunities for:

- Aspiring middle leaders
- Aspiring senior leaders

All pathways are personalised for the individual and staff receive one-to-one support from a mentor alongside working on a whole school project. Both support staff and teaching staff are welcome to join the leadership academy at any point in their career.

A full suite of leadership training is offered with a range of sessions including:

1. What makes a good leader? - Communicating vision and values
2. Leadership and staff motivation - Building a high performing team
3. Leading and managing change - Developing your leadership approach
4. Being a Lead Practitioner - Quality assuring effective teaching
5. Strategic pastoral leadership - being a Director of Learning
6. Strategic curriculum leadership - being a Head of Department
7. Coaching and mentoring - Observation for improvement
8. Using data in leadership for impact
9. Resilience in leadership, including effective communication with key stakeholders
10. How to make your applications stand out
11. Fostering positive behaviour for learning
12. Leading and managing innovation and change

As part of the Trust's commitment to developing future leaders, a number of the existing senior leadership team across both secondary schools gained experience through an 'associate' SLT position before gaining substantive leadership posts.

## Staff Benefits

Alongside our very strong focus on outstanding professional development and promotion opportunities, we also offer a range of benefits including:

Competitive base salary with a tailor made development plan aimed at enhancing your future [earnings] potential through:

- High quality, personalised CPD
- Bespoke leadership development programmes
- Subsidies for masters and degree courses
- Secondment and shadowing opportunities
- As part of our multi academy Trust, potential to work across more than one school to develop career enhancing skills and knowledge



- Supported nursery provision with Ashbourne at any of their nurseries in the **Buckinghamshire, Essex, Hertfordshire, Northamptonshire, and Bedfordshire area:**
  - ~ 15% discount for all Trust staff
  - ~ Term time only places are available
  - ~ A school day would be 9.00am – 3.00pm
  - ~ “sundries” would be applied to a child taking up a funded only space (e.g. 30 hours funding only). This covers the cost of: meals, snacks, nursery resources
- The MAT adheres to the STPCD for its teaching staff

#### **Additional financial incentives and tax efficient benefits, including:**

- Exam marker payment of £400 plus 2 days' paid leave to do the marking (1st year)
- Payments for staff taking weekend sporting fixtures: staff paid £200 for leading a minimum of six Saturday fixtures plus 6 weekly training sessions
- A daily allowance of £50 for school trips taken over a weekend or any school holiday
- A £1,000 employee referral scheme (i.e. Finder's fee) for any qualifying positions that staff refer the successful candidate for: £500 on the person starting, and £500 if the person is still in employment in the Trust 12 months later

#### **Access to a wide range of health and well-being resources including:**

- Employee Assistance Programme via Spectrum Life which offers access to:
  - ~ An in-the-moment advisory helpline on a wide range of personal, work-related or financial issues
  - ~ Further counselling support (subject to a referral)
  - ~ Shopping discounts portal
  - ~ Healthy eating ideas
  - ~ Fitness programmes
  - ~ A wealth of wellbeing resources such as podcasts and mindfulness techniques
- Fully trained Mental Health First Aiders at all Trust sites
- Eligible staff may join the Teachers' Pension Scheme or the Local Government Pension Scheme
- Support Staff annual leave increases in line with service at 5 and 10 years' service
- Enhanced annual leave for full year support staff
- Paid time off for:
  - ~ Interviews
  - ~ Moving house
  - ~ Study/exam leave
  - ~ Medical appointments
  - ~ “Special” leave
  - ~ Compassionate Leave
- Generous sick pay allowances
- Two-week autumn half term
- Cycle to work scheme
- Free on-site parking at all sites
- Modern, professional and fit for purpose working environments
- Free use of a range of sports and leisure facilities, including a fully equipped gym

- Substantially discounted membership to a new professionally run, externally let, Lifestyle Fitness Gym
- Free flu jabs
- Subsidised social events
- 100% attendance
- Free tea, coffee and milk
- Discounted car valeting service on site at Trust schools
- Ad hoc rewards such as ice cream van visits, fruit, doughnuts, chocolates, Easter eggs and many more





## OUR LOCAL AREA

Goffs-Churchgate Academy is located in Cheshunt, Hertfordshire. The school is uniquely situated to benefit from the many green spaces in the surrounding area, whilst also enjoying transport links to central London and other large urban areas. The Lee Valley park, including the White Water Centre built for the London 2012 Olympics is located on our doorstep.

The journey to central London takes approximately 30 minutes by train. Close links to the A10 and M25 mean that the school is easily accessible from across Hertfordshire, as well as from north London and parts of Essex.

