



YATE ACADEMY

RECRUITMENT PACK



Proud to be part of the

GREENSHAW
LEARNING TRUST

Yate Academy,
Sundridge Park
Yate
BS37 4DX

Telephone: 01454 333560

Email: info@yateacademy.co.uk

Dear Candidate

Thank you for your interest in the role of Exam Invigilator at Yate Academy.

We are proud members of the Greenshaw Learning Trust, a 'family' of like-minded schools, that collaborate to provide mutual support, share their good practice and learn from each other, whilst retaining and developing our own distinctive character. At Yate Academy we firmly believe in disruption free learning and in fostering an environment where all children are able to learn and all teachers are able to teach. We believe our students deserve the highest expectations and high quality teaching is central to everything we do. As such all staff have dedicated intellectual preparation time as part of their allocated contact time. This deliberately facilitates the sharing of knowledge, best practice and planning.

We also understand the pressures on school staff and the lack of flexible working options in many schools compared to other industries. The academy is currently undergoing a trial year in which every member of staff is allocated one afternoon every two weeks (pro rata) as flexible working time. If you are a diligent professional with high standards who values exceptional student behaviour and a workplace which truly prioritises learning, we want to hear from you.

The Trust is a vibrant and forward-thinking community of teachers, support staff and learners committed to educating the 'whole child' to improve life chances, whilst securing the best possible outcomes for students. We encourage all young people to work hard and make the most of the opportunities they are given. Our amazing team of teachers and support staff themselves demonstrate and encourage a lifelong love of learning, both within and beyond our curriculum.

As one of the highest performing multi-academy trusts in the country, we currently have schools across South London, Berkshire, Surrey, Gloucestershire and South Gloucestershire, and Plymouth. We are continuing to grow and have further schools joining us on a regular basis.

We strive to be an inclusive and diverse employer and we encourage applications from underrepresented demographics. We recognise the need to achieve a good work-life balance and encourage discussions regarding flexible working across our schools and Shared Service teams. We aim to create the conditions under which our colleagues are able to thrive and to deliver exceptional work for the young people and communities which we serve. To get a feel of life at Greenshaw Learning Trust, please download our 'Why you should work for GLT' recruitment brochure on our jobs portal.

Yate Academy is committed to safeguarding and promoting the welfare of children and young people, therefore this appointment will be subject to vetting, including an enhanced DBS disclosure.

The school website provides a clear picture of our aspirations and our vision: however, please do not hesitate to contact us to seek further information from our School HR Manager, Kariann Pickford:



KPickford@yateacademy.co.uk. We very much look forward to receiving applications from candidates whose personal qualities, values and experiences support and reflect ours.



Yours sincerely

Eddie Rakshi, Headteacher

ABOUT OUR SCHOOL

At Yate Academy, we have built our ethos on a strong set of core values which underpin everything that we do. Our aim is to give students at Yate Academy a better chance of success than if they attended any other school in the country.

Leadership, resilience & citizenship run through all aspects of school life.

Leadership

We set a high standard, we set the standards for others. We lead by example; we lead the way.

Resilience

We work hard. We never give up , we keep going and never give up.

Citizenship

We are kind, polite and honest. We make a positive impact on others. We make a positive contribution to our school community.

TERMS AND CONDITIONS

CONTRACT

Casual

SALARY

Salary calculated in line with NJC pay scale, Grade 12 points 3 to 4

£13.20 per hour plus holiday pay

HOURS OF WORK

Casual zero hours contract

PLACE OF WORK

Yate Academy, Sundridge Park, Yate, BS37 4DX.

PENSION SCHEME

Under the Social Security Act 1986 the post holder has the right to make their own pension arrangements. They may choose to contribute to the Local Government Pension Scheme (LGPS) or a Personal Pension Scheme.

Details of the Local Government Pension Scheme are available at: <https://www.lgpsmember.org>

HOLIDAY ENTITLEMENT

Your entitlement to holiday pay shall be based on the statutory minimum for a part-year worker with irregular hours. You will accrue and receive holiday pay calculated as 12.07% of the hours you have actually worked.

PROBATION PERIOD

New employees are required to complete a six-month probationary period.

STATUTORY CHECKS

All employment offers are made subject to checks in line with Government guidance (some of which are dependent upon the role/individual). These include: online checks, evidence of identity and right to work in the UK, an enhanced Disclosure and Barring Service check, overseas criminal record check if the successful candidate has worked or resided overseas in the last five years, confirmation of a satisfactory medical report, satisfactory references, evidence of qualifications, DfE teaching/management barred list check.

JOB DESCRIPTION

Post:	Casual Exams Invigilator
Responsible to:	Data & Exams Manager
Responsible for:	N/A

ROLE OVERVIEW

Yate Academy is looking for Casual Exam Invigilators to provide support to the Academy throughout the academic year.

MAIN DUTIES AND RESPONSIBILITIES

- To support the Examinations Officer with the day-to-day operations of examinations and to ensure a calm environment to give the students the best possible opportunity to achieve.
- To be familiar with the JCQ ICE booklet and ensure that the conduct of examinations takes place within these guidelines.

Before the Exam:

- Assist with setting-up examination rooms by laying out the correct materials and examination papers.
- Assist students prior to the start of the examinations by directing them to their seats and advising them about possessions permitted in examination rooms.
- Ensure that students do not talk once inside the examination room.

During the Exam:

- Ensure that students do not leave the examination room until instructed to do so.
- Ensure students have completed answer booklets correctly
- Deal with queries raised by students.
- Check attendance and record details of late arrivals.
- Record details e.g. toilet breaks on the Incident Log.
- Refer to the Examinations Officer immediately if suspected malpractice is taking place.
- Acting as a reader/scribe/prompt for students with access arrangements.

After the Exam:

- Help in the collection of examination papers by candidate number order. All papers must be collected before students can leave.
- Supervise students leaving examination rooms, ensuring that students do not remove examination papers, answer papers, equipment or stationery.

General:

- To participate in school initiatives where every person is expected to contribute to each learner's progress.
- To participate in the school's professional learning programme as agreed.
- To play a full part in the life of the school community, supporting its distinctive mission and ethos, and encouraging and ensuring staff, pupils and students adhere to school expectations.

The duties and responsibilities in this job description are not restrictive and the post holder may be required to undertake any other duties that may be required from time to time. Any such duties should not however substantially change the general character of the post.

SAFEGUARDING

Greenshaw Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects staff and volunteers to share this commitment.

PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples, within their application.

	Essential	Desirable
Qualifications and training		
At least five GCSE's or equivalent which must include at least a C/4 grade in Maths and English.	x	
Skills and experience		
Experience of working within a school environment.		x
Personal attributes		
An ability to establish good working relationships with a wide range of people including students and colleagues.	x	
Excellent problem solving, communication and organisational skills.	x	
Resilience to work under pressure and at a motivated pace	x	
Ability to work under pressure and remain positive, enthusiastic and resilient.	x	
Honest, trustworthy and demonstrates integrity.	x	
Flexibility to cope with the needs of the post.	x	

THE RECRUITMENT PROCESS

APPLICATION

To apply for a vacancy, please register for an online account and complete the online application form on the GLT website. In the application form you should demonstrate how you meet the requirements set out in the person specification. Include specific examples which support your application. You will have the opportunity to upload additional documents in support of your application if required.

Please ensure you enter your correct email address when registering for your online account. This is the email address we will use to contact you about your application.

Applications must be received no later than 11.59pm on 19th April 2026. Applications received after this date will not be considered. We reserve the right to interview candidates as applications are received and close the advert prior to the closing date should an appointment be made.

INTERVIEW PROCESS

Interviews will be held shortly after the closing date. Shortlisted applicants will be invited by email to attend an interview. References may be taken up after shortlisting. Please indicate on your application form if you are happy for us to do so. As part of your interview, you may be asked to undertake a practical test related to the knowledge and abilities in the person specification.

TAKING UP POST

The successful applicant will take up the post as soon as possible.



GREENSHAW LEARNING TRUST



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