



Applicant Information Pack



Job Title: Teacher of maths

Scale: MPR/UPR

Required: September 2024

Closing date: Noon on 21 May 2024



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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
- 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





JOB DESCRIPTION

Title: Teacher of maths

Efficient and Effective Deployment of Staff and Resources

- Ensure the effective and efficient management and organisation of learning resources, including information and communications technology.
- Maintain existing resources and explore opportunities to develop or incorporate new resources into schemes of work.
- Take reasonable steps to support the wellbeing and workload of staff.
- Use accommodation to create an effective and stimulating environment for teaching and learning.
- Ensure that there is a welcoming, safe working and learning environment in which risks are properly assessed.

Management Information

- Maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc.
- Complete the relevant documentation to assist in the tracking of students.
- Track student progress and use information to inform teaching and learning.

Communications

- Communicate effectively with the parents/carers of students as appropriate.
- Where appropriate, communicate and cooperate with persons or bodies outside the College.
- Follow agreed policies for communications in the College.

Marketing and Liaison

- Take part in marketing and liaison activities such as Open Evenings, Parents Evenings, Review days and liaison events with partner schools.
- Contribute to the development of effective subject links with external agencies.

Pastoral System

- Be a Team Tutor to an assigned group of students.
- Promote the general progress and well-being of individual students and of the Team Tutor Group as a whole.
- Liaise with Year Teams to ensure the implementation of the College's Pastoral System.



- Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of College life.
- Evaluate and monitor the progress of students and keep up-to-date student records as may be required.
- Recognise and celebrate student achievement.
- Recommend the appropriate support and intervention to ensure that each student reaches their full potential and to review and amend these plans as required.
- Contribute to the preparation of Action Plans and progress files and other reports.
- Alert the appropriate staff to difficulties experienced by students and make recommendations as to how these may be resolved.
- Communicate as appropriate, with the parents of students and with persons or bodies outside the College concerned with the welfare of individual students, after consultation with the appropriate staff.
- Contribute to PSHE and citizenship and character development according to College policy.
- Apply the Behaviour management systems so that effective learning can take place.

Teaching

- Teach students according to their educational needs, including the setting and marking of work to be carried out by the student in College and elsewhere.
- Assess, record and report on the attendance, progress, development and attainment of students and keep such records as are required.
- Provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- Ensure that ICT, Literacy, Numeracy and school subject specialism(s) are reflected in the teaching/learning experience of students
- Undertake a designated programme of teaching.
- Ensure a high quality learning experience for students, which meets internal and external quality standards.
- Prepare and update subject materials.
- Use a variety of delivery methods, which will stimulate learning appropriate to student needs and demands of the syllabus
- Encourage good practice with regard to punctuality, behaviour, standards of work and homework.
- Undertake assessment of students as requested by external examination bodies, departmental and College procedures.
- Mark, grade and give written/verbal and diagnostic feedback as required.

Other Specific Duties:

- Play a full part in the life of the College community, to support its distinctive mission and encourage staff and students to follow this example.
- Actively promote the College's corporate policies.
- Continue personal development as agreed.



- Comply with the College's Health and safety policy and undertake risk assessments as appropriate.
- Undertake any reasonable request by the Principal.

All teachers are required to support the College aims and to play a full part in the pastoral, cultural and sporting aspects of College life.



Person Specification

		Essential	Desirable	Where Measured
Knowledge	Sound understanding of the qualities of good teaching and effective learning and how these can be applied to raise student attainment	✓		A/I/R
Experience	Applications welcome from ECTs and qualified teachers	✓		A/I
Skills	Able to set, maintain and actively promote high standards of student behaviour	✓		A/I/R
	Able to envision, enthuse, inspire and motivate students	✓		
	Good self-management skills, including effective time management	✓		
	Good decision making skills; the ability to identify and implement solutions to problems	✓		
Qualifications	QTS (Secondary age range)	✓		A
	Honours Degree	✓		



		Essential	Desirable	Where Measured
Other circumstances	A clear vision and strong commitment to inclusion and how this can be achieved for students			
	An ability to fulfil all spoken aspects of the role with confidence through the medium of English			
	A willingness to contribute to the wider life of the college			

A: Application Form

I: Interview

R: References



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.

