

# Cockermouth School

## Candidate Information Pack

AN EXCEPTIONAL LEARNING EXPERIENCE FOR ALL  
aspire • enjoy • include • respect • community



# Welcome to Cockermouth School



We are proud to be a high-performing, truly comprehensive school where excellent teaching, high expectations and a strong commitment to personal development underpin everything we do. Building on our established success and reputation, we see ourselves as a “restless” school – one that continually reflects, evaluates and evolves to ensure the very best experience for our students and staff alike.

Our students achieve outstanding academic outcomes, and we believe this is rooted in high-quality teaching across a broad and balanced curriculum. While success in core subjects is vital in opening doors for young people, we are equally committed to providing a rich educational experience that includes the arts, languages, sport and technology. We want every student to discover their strengths and passions, and we know that inspirational teachers make this possible.

Life at Cockermouth School extends well beyond the classroom. A wide range of enrichment opportunities, combined with a dedicated and skilled pastoral team, ensures that students are supported to thrive both academically and personally. Our core values – aspire, enjoy, include, respect and community – shape our culture and relationships, creating a school where diversity is celebrated, individuals are valued, and learning is both purposeful and enjoyable.



Our Sixth Form is a vibrant and ambitious part of our school community. With consistently strong academic outcomes that place us among the top-performing providers nationally, we are proud of the culture of scholarship, independence and aspiration that defines these final years. Students benefit from expert teaching, strong pastoral guidance and a wealth of opportunities beyond their studies, preparing them well for higher education, apprenticeships and employment.

For our staff, Cockermouth School is a supportive and forward-thinking professional environment. We are committed to collaboration, professional growth and the continuous development of teaching and learning. We value colleagues who share our ambition, creativity and belief that education transforms lives.

If you are passionate about making a difference, have high aspirations for all pupils, and excited by the opportunity to contribute to a thriving and reflective school community, we very much look forward meeting you.

**Mr R J King**  
**Headteacher**



# About Cockermouth School

## Vision

At Cockermouth School, our vision is to inspire and empower every learner to achieve their full potential within a supportive, inclusive and ambitious environment. We aim to create a community where students develop confidence, resilience and curiosity, enabling them to achieve highly and develop a lifelong love of learning. Alongside academic success, we are committed to nurturing compassionate, responsible young people who are well prepared to contribute positively to society. Our staff play a vital role in shaping this environment, and we are proud of the strong culture of collaboration, care and ambition that defines our school community.

## Values

Our values underpin everything we do at Cockermouth School and guide the way we learn, work and interact with one another.

### Aspire

We encourage every member of our community to aim high and challenge themselves. By fostering ambition, determination and resilience, we support students to realise their potential and achieve their goals.

### Enjoy

We believe learning should be engaging, stimulating and rewarding. By nurturing curiosity and enthusiasm in the classroom, we create an environment where students enjoy learning and develop both academically and personally.

### Include

Inclusion is central to our ethos. We celebrate diversity and ensure that every student feels valued, supported and respected. Our culture is one where differences are embraced and all students have the opportunity to succeed.

### Respect

Respect is fundamental to our school culture. We promote positive relationships between students, staff and the wider community, creating a safe and nurturing environment where everyone is treated with kindness and consideration.

### Community

We believe that strong relationships are essential for success. By working closely with parents, carers, local organisations and one another, we create a supportive community that enriches the experience of every learner.

## Cover Supervisor

The Cover Supervisor plays a key role in maintaining continuity of learning by supervising classes in the absence of teaching staff, ensuring students remain engaged with set work in a calm, purposeful and inclusive environment. The role involves managing behaviour in line with school policy, supporting students with questions relating to tasks and procedures, responding appropriately to any immediate issues, and providing feedback to teachers on lesson outcomes and student conduct. In addition, the successful candidate will contribute to the wider life of the school through exam invigilation, administrative support, supervision of activities beyond the classroom, participation in trips and visits, and a commitment to safeguarding, equality, confidentiality and the overall ethos of the school. Strong communication skills, the ability to build positive relationships with young people and colleagues and a willingness to undertake training, including first aid, are essential. GCSE grade 4 (or equivalent) in English and Maths is required for this post.

## The Learning for Life Trust

Cockermouth School is part of The Learning for Life Trust, a network of Cumbrian schools committed to providing outstanding education for young people.

The Trust works to strengthen collaboration between schools, share expertise and create opportunities for both staff and students to grow and succeed. Together, we are dedicated to serving our communities and ensuring that every young person receives the highest quality educational experience.

# Academic Achievement

Cockermouth School is proud of the consistently high outcomes achieved by our students at both GCSE and A Level. Our results place us among the highest performing schools in the region.

The school has been recognised as the highest performing school in Cumberland and ranked among the top ten comprehensive schools in the North West in The Sunday Times Parent Power Guide.

## GCSE Results 2025

Our 2025 GCSE results demonstrate the continued strength of teaching and learning at Cockermouth School.

- 57.4% of students achieved grade 5 or above in English and Maths, significantly higher than the national average of 41.5% and the Cumberland average of 36.4%.
- Our Attainment 8 score was 51.8, well above the national average of 43.7 and Cumberland's average of 42.2.
- 53.4% of students were entered for the EBacc, with an average point score of 4.78, again exceeding both national and local averages.

Many of our students continue their education in our thriving Sixth Form, while others progress to local colleges, apprenticeships and a wide range of high-quality post-16 opportunities.

## A Level Results 2025

In 2025, our students achieved the strongest A Level results in the school's history, continuing our trend of consistency in academic excellence.

- Average points score: 41.25, well above the national average of 34.85, placing the school in the top 15% nationally
- 39% of students achieved AAB or higher, compared with 17.2% nationally
- 26 students achieved all A/A grades\* across their subjects
- 10 students achieved A grades in every subject studied\*
- 7 students achieved four A grades\*

The majority of students secured places at their first-choice universities, while others successfully progressed to competitive apprenticeships, employment, the armed forces, or chose to take a gap year before beginning the next stage of their journey.

# The Future – A Brand New School

An exciting new chapter lies ahead for Cockermouth School with the development of a new state-of-the-art school building, with work on site due to start this year.

Extensive feasibility work has been completed to ensure the site is fully prepared for development. The new building will be a net-zero school, incorporating modern, sustainable and environmentally responsible design.

Outstanding Facilities - The new school will include:

- A four-court sports hall and enhanced outdoor sports facilities
- A new astro pitch
- Dedicated bus and student pick-up areas
- A three-storey horseshoe-shaped building surrounding a central courtyard
- A secure design allowing community access to sports facilities outside school hours

Modern Learning Spaces - The building will also feature:

- A large multi-purpose assembly and dining hall with retractable theatre seating
- A flexible activity studio for dance, sport and enrichment activities
- Modern science laboratories with central preparation facilities
- A larger library and ICT-rich classrooms
- Specialist teaching spaces for Art, Design Technology, Food, Music and Drama
- Enhanced staff workspaces and collaborative areas

This exciting development will provide exceptional facilities for teaching and learning and reflects our ambition to continue delivering an exceptional educational experience for generations of students to come.

# Job Description

<b>Post Title:</b>	Cover Supervisor
<b>Responsible To:</b>	Business Manager with day to day support from Cover Coordinator
<b>Hours:</b>	08:00 to 15:30 Monday to Friday
<b>Grade:</b>	Grade 7 scale point 12/14 (£28598 / £29540 pa pro rata) pay award pending Term time only plus one week.

## Main Purpose:

To cover short term absence of teaching staff, taking sole charge of a group of students. Students will learn by carrying out pre-prepared work under your supervision.

The primary focus will be to maintain good order and to keep students on task.

## Principal Accountabilities:

- Supervision of work that has been set in accordance with school policy.
- Manage the behaviour of students whilst they are undertaking work to ensure a constructive environment.
- Establish productive working relationships with students, acting as a role model and setting high expectations.
- Respond to any questions from students about process and procedure.
- Deal with any immediate problems or emergencies according to the school's policies and procedures.
- Collect any completed work after the lesson and return it to the appropriate teacher.
- Report back as appropriate using the school's agreed referral procedures on the behaviour of students during the lesson, and any issues arising.
- Promote the inclusion and acceptance of all students within the classroom.
- Support students consistently whilst recognising and responding to their individual needs.
- Encourage students to interact and work co-operatively with others and engage all students in activities.
- Promote positive values, attitudes and good student behaviour, dealing promptly with conflict and incidents in line with established policy and encourage students to take responsibility for their own behaviour.
- Administer and assess routine tests and invigilate exams/tests.
- Provide general clerical/admin support, e.g. administer coursework, produce worksheets for agreed activities, etc.

## Support for the School:

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person. Be aware of and support difference and ensure all students have equal access to opportunities to learn and develop.
- Contribute to the overall ethos/work/aims of the school.
- Establish constructive relationships and communicate with other agencies and professionals to support achievement and progress of students.
- Attend and participate in regular meetings.
- Participate in training and other learning activities as required.
- Undertake planned supervision of students' out of school hours learning activities.
- To accompany staff on educational trips and visits.
- Provide general support as required.

## General

- Be aware of and comply with policies and procedures relating to child protection, health, Safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and support difference and ensure equal opportunities for all.
- Contribute to the overall ethos/work/aims of the school.
- Appreciate and support the role of other professionals.
- Attend and participate in relevant meetings as required.
- Participate in training and other learning activities and performance development as required.
- Be willing to be trained as a school first aider.

**GCSE grade 4 or equivalent in English and Maths is a requirement for this role.**

# Responsibilities Statement

<b>Leadership (Self and Team)</b>
Prioritising own activities within a series of allocated tasks
Contributing to teamworking
Supporting and guiding less experienced staff, if required.
Clarify what is personally required to do the job well and take pride in own work
Accept feedback to improve effectiveness
<b>Delivering Results</b>
Implementing a defined programme/activity/plan within a specified timescale
Carrying out duties according to instruction, standard procedures and agreed programmes/plans, including tailoring service to meet students' specific needs.
Contribute to planning and then preparing a specific programme or activity
Planning and delivering daily tasks to ensure service delivery
Monitoring delivery against agreed programme, where necessary overcoming obstacles or making adjustments
Maintaining records
Reporting on student's circumstances
Liaising with line management on routine and non-routine/nonstandard issues, referring non-standard situations appropriately
Check facts and consider options before deciding on how best to do own job
Report repeated problems, waste and inefficiency
<b>Service Improvement</b>
Monitoring, assessing and adapting the activity/programme/plan for continued positive impact
Cooperating with change and liaising with line management on routine and non-routine/non-standard issues
Making recommendations for improvement
Open-minded about new ways of working and committed to make improvements

<b>Managing Resources</b>
Coordinating the use of resources with internal and external colleagues engaged in delivering the programme
Identifying, requesting, organising and using the resources necessary for service delivery
Ensuring preparation of the environment and assessing and managing risks
Using equipment relevant to the work area
Maintaining accurate relevant records in accordance with procedures
Collating data for reports, as directed
Understand that all actions have a cost to use resources efficiently
<b>Customer and Community Focussed</b>
Providing tailored assistance to meet the needs of the service users, including some who may have challenging behaviour
Acting as a first point of contact and providing initial judgement on how to meet the service user needs
Working directly with students in areas of activity that are closely defined by policy, procedure and working practice
Communicating with service users' parents/carers/guardians and others involved in their wellbeing
Cooperating with, and providing information to external agencies
Responding to student's needs; deal with students in a courteous, timely and professional manner
<b>Qualifications, Knowledge, Experience and Expertise</b>
NVQ level 2 or 3, or equivalent experience or knowledge in the relevant work area
GCSE grade 4 or equivalent in English and Maths is a requirement for this role.
Knowledge of the procedures in the service area and how to apply them.
Working knowledge of relevant legislation.
Knowledge of health and safety and related procedures and policies and how they apply to the work area.
Practical experience in workplace with vulnerable and / or young people, to understand risk and safety hazards.
Knowledge of how to best deal with and refer emergencies and non-standard cases.
Ability to cope with significantly challenging behaviour and circumstances.
Commitment to ongoing personal development

Whether you already live locally or are looking to relocate, Cumbria is an amazing place to live...

# What's so special about Cumbria?



**Unrivalled Natural Beauty & Outdoor Lifestyle:** Home to England's highest mountain (Scafell Pike), deepest lake (Wastwater), and longest lake (Windermere), it is a paradise for hiking, climbing, cycling, and water sports.



**Unique Food & Drink:** Renowned for local delicacies such as Cumberland sausage, Kendal Mint Cake, and world-class dining, including Michelin-starred restaurants.



**Rich Culture & History:** Features Hadrian's Wall (UNESCO World Heritage Site), The home of William Wordsworth, historic market towns like Cockermouth, Keswick and Kendal, and a vibrant arts scene



**Affordable Housing & Cost of Living:** Housing, particularly outside the immediate tourist hotspots, is often more affordable than the national average.



**Safety & Community:** With low crime rates, it is considered one of the safest and most family-friendly counties in England.



**Connectivity:** Despite its rural charm, Cumbria is connected by the M6 corridor, offering good road and rail links to major cities like Carlisle, Newcastle, and London.



For those seeking a blend of scenic solitude and vibrant, close-knit communities, Cumbria offers an ideal, picturesque, and peaceful environment.

# Cockermouth School

- ☎ 01900 898888
- @ reception@cockermouthschool.org
- 🌐 cockermouthschool.org
- ✉ Castlegate Drive, Cockermouth, Cumbria, CA13 9HF



Cockermouth School is part of the Learning for Life Trust  
Limited Company No. 09690231



aspire • enjoy • include • respect • community

AN EXCEPTIONAL LEARNING EXPERIENCE FOR ALL