

# 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.

## Teaching Assistant/Senior Teaching Assistant

We are seeking committed and enthusiastic individuals to join our team, supporting students at Cockermouth School, particularly those with a range of Special Educational Needs. Our Learning Support Department includes a Specialist Resourced Provision for Autism (SRP).

The successful candidate will demonstrate initiative, flexibility and a willingness to learn and develop. They will work effectively both independently and as part of a team, and show genuine empathy and understanding towards pupils with SEND. A qualification in autism, or a willingness to undertake training, is essential. Candidates should hold, or be working towards, a relevant NVQ or equivalent qualification.

Cockermouth School is committed to safeguarding and promoting the welfare and wellbeing of all students. We actively engage with staff and young people to inform policy and practice, and we welcome feedback to support continual improvement. All staff and volunteers are expected to share this commitment. The successful applicant will be subject to appropriate pre-employment checks, including an enhanced DBS and, where applicable, a Childcare Disqualification declaration.

## 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

Post Title:	Teaching Assistant
Responsible To:	Learning Support Team Leader
Grade:	Grade 5 Scale Point 6 (£25,989 FTE pro rata)
Hours:	32.5 per week. 5 days a week, 08:25 to 15:40 (50 minutes for lunch)

## Main Purpose:

Under the supervision of teachers and senior staff undertake a range of varied tasks to support teaching, learning and care by working with individuals or small groups of pupils in or outside the classroom, providing specialist support to maximise development and achievement.

## Responsibilities:

- Implement planned learning activities/teaching programmes as agreed with the teacher, adjusting activities according to pupil responses
- Support the teacher in monitoring, assessing and recording pupil progress and behaviour in order to contribute to the planning and evaluation of learning activities
- Support learning by arranging/providing resources for lessons/activities under the direction of the teacher/senior staff
- Support pupils' social, emotional and physical well-being, reporting concerns to the appropriate person.
- Provide support to pupils with Autism and other Special Educational Needs including as a keyworker.
- Have knowledge of and comply with all school policies and procedures including code of conduct safeguarding, health and safety, confidentiality and data protection, reporting all concerns to a nominated person
- Encourage independent learning and promote inclusion of all pupils in and outside the classroom and escorting and supervising pupils on educational visits and out of school activities
- Share information about pupils with other staff, parents/carers, internal and external agencies as appropriate; contributing to meetings, SEN Support Plans under the guidance of the STA/HLTA
- Within the context of school behaviour plans and policies, use initiative to deal with issues that arise and encourage pupils to take responsibility for their own behaviour
- Supporting and encouraging the school's ethos, objectives, policies and procedures
- Undertake work on appropriate computer systems including efficient use of Microsoft Office applications.
- Assist staff, parents, pupils and external agencies with general queries
- Maintain effective and secure data storage and retrieval systems (manual and electronic).
- Operate the School's Information Management System (SIMS) in relation to performing the duties of the role
- 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. This includes reporting any safeguarding concerns to Pastoral Leads/ DSL/DDSL/CPOMS
- Be aware of and support difference and ensure all pupils have equal access to opportunities to learn and develop
- Contribute to the overall ethos/work/aims of the school
- Attend and participate in regular meetings relevant to the role and its development
- Participate in training and other learning activities as required
- Alongside teaching staff undertake planned supervision of pupils during out of school hours activities and in-school events from time to time
- To accompany staff on educational trips and visits (occasionally by agreement).
- Ensuring deadlines are met

## Health and Safety, Safeguarding, GDPR

- To adhere to school policies at all times
- Ensure that risk assessments are carried out in line with the school Health and Safety policy
- Ensure that department staff are aware of Health and Safety issues including the need to report to the Site Manager all health and safety problems, accidents, and "near misses"
- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions
- Cooperate with the employer on all issues to do with Health, Safety & Welfare
- To be accountable for promoting and safeguarding the welfare of pupils
- To ensure the role is undertaken within all aspects of GDPR good practice

This job description may be changed by the Headteacher in consultation with you to reflect or anticipate changes in the job commensurate with the grade and job role

Cockermouth School is committed to safeguarding and promoting the welfare and well-being of its pupils, engages with young people and staff in policy and practice developments, proactively encourages feedback and expects all staff and volunteers to share this commitment.

# 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 takes 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 in accordance with instructions, standard procedures and agreed programmes / plans including tailoring to meet pupils specific needs.
Contributing 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 pupils' circumstances.
Liaising with line management on routine and non-routine/non-standard 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.
Making recommendations for improvement.
Cooperating with change and liaising with line management on routine and non-routine/non-standard issues.
Open-minded about new ways of working and committed to make improvements.

**Managing Resources**

Coordinating the use of resources with internal and external colleagues engaged in delivering the programme.

Handling cash, including pupil moneys.

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 records in accordance with procedures.

Collating data for reports, as directed.

Understand that all actions have a cost so use resources efficiently.

**Customer and Community Focussed**

Providing tailored assistance to meet the needs of the pupil, including some who may have challenging behaviour.

Providing personal and /or health care to pupils, as appropriate, supervised by specialist, qualified staff.

Acting as a first point of contact and proving initial judgement on how to meet the pupil needs.

Working directly with pupils/pupil groups in areas of activity that are closely defined by policy, procedure and working practice.

Communicating with pupils' parents/carers and others involved in their wellbeing.

Cooperating with, and providing information to external agencies.

Respond to pupil/parent/staff needs; deal with people in a courteous, timely and professional manner.

**Qualifications, Knowledge, Experience and Expertise**

NVQ Level 2 or 3, or equivalent experience or knowledge in the relevant work area.

GCSE grade 4 in English and maths (or equivalent)

Knowledge of the procedures in the service area and how to apply them.

# Job Description

Post Title:	Senior Teaching Assistant
Responsible To:	Learning Support Team Leader
Grade:	Grade 8 Scale point 19 - 20 (£32,067 - £32,597 FTE pro rata)
Hours:	32.5 per week. 5 days a week, 08:25 to 15:40 (50 minutes for lunch)

## Main Purpose:

Within an agreed system of supervision, work with teachers to support teaching and learning, providing specialist support to maximise development and achievement.

Carry out specified work which could include the supervision of whole classes during the short term absence of teachers in unplanned/unforeseen circumstances.

## Responsibilities:

- Use specialist (curricular/learning) skills/training/experience to support students
- Assist with the development and implementation of SEN Support Plans and Student Profiles
- Establish productive working relationships with students, acting as a role model and setting high expectations
- 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 independence and employ strategies to recognise and reward achievement of self-reliance
- Provide feedback to students in relation to progress and achievement
- Deliver small group and 1:1 intervention lessons
- Contribute both written and verbally to EHCP reviews / requests from external agencies
- As a Key Worker, provide pastoral support, developing and maintaining positive relations / communication between home and school
- Work with the teacher to establish an appropriate learning environment
- Work with the teacher in lesson planning, evaluating and adjusting lessons/work plans as appropriate
- Monitor and evaluate students' responses to learning activities through observation and planned recording of achievement against pre-determined learning objectives
- Provide objective and accurate feedback and reports as required, to the teacher on student achievement, progress and other matters, ensuring the availability of appropriate evidence
- Be responsible for keeping and updating records as agreed with the teacher, contributing to reviews of systems/records as requested
- Undertake marking of students' work and accurately record achievement/progress
- 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
- Liaise sensitively and effectively with parents/carers as agreed with the teacher within your role/responsibility and participate in feedback sessions/meetings with parents with, or as directed.
- Administer and assess routine tests and invigilate exams/tests
- Provide general clerical/admin support e.g. administer coursework, produce worksheets for agreed activities etc.
- Implement agreed learning activities/teaching programmes, adjusting activities according to student responses/needs
- Implement local and national learning strategies e.g. literacy, numeracy and make effective use of opportunities provided by other learning activities to support the development of relevant skills
- Support the use of ICT in learning activities and develop students' competence and independence in its use
- Help students to access learning activities through specialist support
- Determine the need for, prepare and maintain general and specialist equipment and resources
- 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/professionals, in liaison with the teacher, to support achievement and progress of students
- Attend and participate in regular meetings
- Participate in training and other learning activities as required
- Recognise own strengths and areas of expertise and use these to advise and support others
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate
- Undertake planned supervision of students' out of school hours learning activities
- Supervise students on visits, trips and out of school activities as required.

## **Health and Safety, Safeguarding, GDPR**

- To adhere to school policies at all times
- Ensure that risk assessments are carried out in line with the school Health and Safety policy
- Ensure that department staff are aware of Health and Safety issues including the need to report to the Site Manager all health and safety problems, accidents, and “near misses”
- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions
- Cooperate with the employer on all issues to do with Health, Safety & Welfare
- To be accountable for promoting and safeguarding the welfare of students
- To ensure the role is undertaken within all aspects of GDPR good practice

This job description may be changed by the Headteacher in consultation with you to reflect or anticipate changes in the job commensurate with the grade and job role.

Cockermouth School is committed to safeguarding and promoting the welfare and well-being of its students, engages with young people and staff in policy and practice developments, proactively encourages feedback and expects all staff and volunteers to share this commitment.

# Responsibilities Statement

## Leadership (Self and Team)

Delivering Training and Advice to others.

Coaching staff in standard procedures.

Contributing to teamworking.

Supporting and guiding less experienced staff, if required, including overseeing colleagues undertaking associated or support duties.

Challenge poor performance in others.

## Delivering Results

Developing and agreeing a course of action covering short and medium-terms.

Carrying out duties according to instruction and legal and procedural framework.

Assuring effective and appropriate service delivery.

Initiating assessments and plans.

Conducting standard and non-standard assessments to recommend the appropriate service.

Exercising judgement in assessing risk to students or staff.

Gathering information to investigate and analyse need and to develop support/action plans.

Planning and adapting interventions and actions for assigned work, including disruptions to planned work.

Planning and delivering individual and/or group support / action plans.

Recording, monitoring and reviewing case information.

Take action to overcome immediate obstacles and barriers to success and if necessary try more than one approach to overcome a problem.

## Service Improvement

Meeting with students to review service delivery and resolve problems.

Making recommendations for improvement.

Cooperating with change.

Express ideas effectively and question the traditional way of doing things.

**Managing Resources**

Contributing to work planning and resource allocation.

Reporting comprehensive and accurate case and other information and observations to line management.

Establishing and maintaining communication channels with other relevant programme and activity leaders and others, as required.

Working with internal and external colleagues – sharing and coordinating resources.

Maintaining a record of relevant knowledge, experience, policies and resources.

Gathering and collecting relevant data.

Keep track of expenditure and ensuring payments are signed off as necessary.

**Customer and Community Focussed**

Providing standard and non-standard interventions, such as advice, guidance and direct support to students.

Working directly with vulnerable students.

Working directly with students in areas of activity in accordance with policy, procedure and working practice.

Supporting individuals and groups in making choices and in navigating their way through the system.

Liaising with external and internal partners on day to day issues.

Consult and seek to understand student's views and seek feedback on performance in order to improve the service.

**Qualifications, Knowledge, Experience and Expertise**

NVQ level 4 or equivalent and/or experienced in the work area.

GCSE grade 4 (or equivalent) in English and maths.

Knowledge of service area, policies, procedures 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 young people, to understand risk and safety hazards.

Knowledge of how to deal with emergencies and non-standard cases.

Ability to cope with significantly challenging behaviour and circumstances.

ICT competent with skills relevant to the workplace.

Qualification in autism .

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