



Saint Joseph's
CATHOLIC SCHOOL

Exams Invigilator

“With God’s love and inspiration, we aspire and
achieve excellence”

CANDIDATE INFORMATION



Welcome from the Headmaster

Dear Candidate,

The Governors and I welcome your interest in the position of Exam Invigilator at St Joseph's Catholic School.

We are seeking to appoint an enthusiastic, reliable and confident Exam Invigilator to join our vibrant and inclusive Catholic secondary school. The successful candidate will be highly organised, attentive to detail and able to work calmly and professionally during examination periods. They will play a key role in ensuring examinations run smoothly, fairly and in accordance with examination regulations, while providing appropriate support to students and maintaining a positive exam environment.

St Joseph's is a secondary comprehensive school with approximately 550 pupils on roll. We work as part of the Clifton Diocese and in partnership with other local catholic primary and secondary schools. The warm and welcoming atmosphere is matched by a strong focus on pupil progress and improving our pupil's life chances.

Dates

Closing Date: 31st August 2026

Interview Date: TBC

Start Date: September / October 2026

If you believe that this is a challenge that you would like to be a part of, we invite you to visit the school and see for yourself the opportunity we are offering.

I very much look forward to receiving your application. Should you have any queries, please do not hesitate to contact me.

Mr M Higgins

Headmaster

Key Information

Post:	Exams Invigilator
Salary Range:	Grade C (pro rata)
Responsible To:	Exams Officer
Contract Type:	Casual depending on requirements

Dates

Application Deadline:	31st August 2026
Interview Date:	TBC
Start Date:	September / October 2026



Pupils feel welcome and included at St Joseph's. Kindness, tolerance and respect permeate all aspects of school life. Pupils know that they are valued as individuals, whatever their faith or background."

Ofsted 2024



Senior Leadership Team Structure

Headmaster
Mr M Higgins

Deputy Head
(Pastoral)
Mr K McGuinness

Deputy Head
(Academic)
Mr R Rooney

Operations &
Strategic Director
Mrs K Snell

Assistant Head
(Inclusion)
Mrs F Nobis

Assistant Head
(Digital Strategy)
Mr O Ford



Key Responsibilities for Exams Invigilator

Main job purpose:

The role of the invigilator is to ensure that examinations are conducted in accordance with exam regulation procedures. Invigilators have a key role in upholding the integrity of the examination process.

Main responsibilities:

- Ensure that all candidates have an equal opportunity to demonstrate their abilities and are provided with the best possible opportunity to be successful in their exams
- Ensure the security of the examination materials before, during and after the examination
- To be vigilant, whilst not disturbing students
- To help ensure that the conduct of the exam takes place within the guidelines set down by Joint Council of Qualifications (JCQ)
- Ensure that student and exam confidentiality is protected at all times
- Prevent possible candidate malpractice and report any suspicious activities to the Examination Officer
- Inform the 'Head the Centre' of any suspicions about the security of examination papers, completed response sheets or any other issue that threatens the integrity of the examination process

Main duties:

- To distribute all exam papers and stationery accurately before the exam has begun in accordance with exam procedures
- To ensure that the secure exam packets are opened in line with exam procedures
- To ensure that the exam room and set up meets the exam board specification prior to students entering the room:
 - Correct ratio of invigilators to students in place and maintained throughout exam
 - Heating, lighting, ventilation, and levels of outside noise are acceptable
 - No display materials that might be helpful to candidates are visible
 - The centre number, subject and paper number, and start and finish times for the exam are displayed
 - Reliable clock(s) of readable size is visible to all students
 - Start and finish times for the exam displayed
 - The Warning to Candidates is displayed both inside and outside the examination room
 - The Warning to Candidates and Mobile Phone poster is displayed in a prominent place outside the examination room
 - The seating arrangements prevent students, intentionally or otherwise, from overseeing the work of others
- To ensure students are seated in the exam room according to the seating plans provided
- To ensure students act under exam conditions from the moment they enter the exam room
- To ensure candidates are under supervision throughout duration of the examination
- To ensure students have the correct exam papers and material necessary for the exam
- Make the necessary announcement at the start of each examination
- To ensure late students are briefed, seated, and allowed to partake in the exam with minimal fuss and impact on other students in the room

- Completing attendance register and room plan during examination
- To Invigilate during examinations, dealing with queries raised by students and dealing with any examination irregularities or disturbances in accordance with strict procedures
- At the end of the examination, to collect all scripts and ensure that candidates have wrote the correct information on their paper; as it appears on the attendance register, and that no scripts are missing
- To check exam desks are clean of graffiti and tidy exam room at the end of exam
- Dismiss students at the end of the exam in an orderly and managed manner
- Return all exam materials to the exam office:
 - Exam answer books sorted in candidate number order
 - Completed and signed exam register
 - Completed incident record if applicable
 - All question papers and answer books (any exam materials)
 - Any exam equipment
- To inform the Examination Officer of any issues or disturbances for Examination Regulations with a verbal and written report
- To take part in training activities as deemed necessary
- To act as reader/prompt /scribe for students if arrangement is in place for student (specific training will be provided)
- To ensure only authorised persons enter the exam room, and any persons entering are reported to the Exams Officer
- To ensure that in the event of an emergency (such as fire alarm or bomb alert) that the exam room is evacuated in adherence with exam conditions

We are committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

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.

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

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“The harmonious, inclusive atmosphere is underpinned by warm relationships between pupils and staff. Pupils have trusted adults to whom they can speak if they have any worries.”

“Many parents comment positively on the strong pastoral support that helps their children to flourish.”

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“Before I came to St Joseph’s I was very close to giving up on teaching as I had many knock backs in my first school... but it turns out I just hadn’t found the right school. I will be forever grateful for the support I received on a professional level, but also on a personal level when I needed it most.”

Former Teacher of English

“You really have been a wonderful team to work with. You are all so patient and kind which really makes a difference. You are all part of an amazing team and the pupils at this school are very lucky to have you all.”

Former Teacher of Maths

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Person Specification for Exams Invigilator

We are seeking people who:

- Have a high standard of spoken English
- Are punctual and reliable
- Are able to commit specific times or days during exam periods
- Are confident dealing with difficult or urgent situations
- Can be numerate and able to read numbers quickly and accurately
- Have good administrative skills with an excellent eye for detail
- Are flexible to lead an exam or work as part of a team
- Are able to work efficiently under direction
- Are discreet
- Are mindful of students' needs
- Have previous experience, however this is not mandatory as we can set up a mentor and full training will be provided for all invigilators annually
- Are sympathetic with our values; as a Catholic school we promote our Christian Spirituality

Examination Details

The main examinations take place during periods in May and June each year, with mock exams and assessments earlier in the year.

Exams are scheduled Monday to Friday with an AM and PM session

- AM - normally start at 9.15am
- PM – normally start at 1pm

Invigilators need to arrive at least 45 minutes before the scheduled start time of the exam to set the room up and ensure a prompt start.

The length of exams can vary by subject and any access arrangement in place for the students.

Whilst the majority of exams take place in the main hall, there will be times where a student requires sole invigilation.

Invigilators are expected to be vigilant at all times in the examination rooms and will therefore not be able to bring reading or other materials for use during the shift.

About St Joseph's Catholic School

"With God's love and inspiration, we aspire and achieve excellence"

St Joseph's is a co-educational, 11-16 Catholic voluntary-aided school in the diocese of Clifton and the county of Wiltshire. Our aim is to provide a caring educational environment where each person is valued and is given the dignity due to a child of God.

Our School Ethos

St Joseph's Catholic School is an 11-16 school located in the beautiful city of Salisbury, Wiltshire. It is a vibrant, exciting and caring school where our Catholic ethos is at the heart of everything we do.

Our values and ethos permeate everyday life as a community. Each child and every adult are treated with the utmost dignity and respect. Consequently, pupils leave us as well-rounded individuals and staff turnover is exceptionally low.

Our Catholic school is committed to being a centre of excellence for all faiths and abilities and we are very proud of our successes and our outstanding reputation within the local community.

Overview of the School

Our school encourages and guides each of its pupils to develop their own unique gifts and talents.

By providing a broad range of learning experiences and a supportive and nurturing environment, our pupils enter the world as confident, rounded individuals, with high expectations of themselves and the self-belief, skills and attributes to achieve their true potential.

Everyone in school is here for a purpose, to learn each day, and to widen their knowledge and experience and imaginative understanding.

At both Key Stage 3 and 4, opportunities within the curriculum enable pupils to enjoy, achieve and grow in their learning. Pupils follow a curriculum that is appropriate to their needs, provides challenge and enables them to achieve.

There is a positive atmosphere for learning in lessons at St Joseph's, as teachers and subject leaders are constantly finding innovative and engaging learning experiences for pupils.





Academic Success

St Joseph's has recently reviewed the academic life of the school. The curriculum has been reformed to; provide greater breadth & depth with new subjects introduced; increase rigour & challenge to ensure all pupils are appropriately stretched and supported; and to provide pupils with solid foundations for their chosen future pathways.

Our approach to teaching and learning ensures that teachers follow principles not prescription and have autonomy on how best to ensure the pupils in their care progress and fulfil their academic potential.

Our approach has led to an increase of 15% in 9-4 GCSE passes in the last year.

Staff Welfare & Career Professional Learning

As a school that values Career Professional Learning for all our staff, we have an extensive range of courses and opportunities on offer which enables our staff to flourish.

We offer a suite of NPQ national qualifications to all those staff who show leadership potential and wish to move into leadership roles in the coming years.

Recently, we have supported many staff to become qualified teachers via SUPA Salisbury and the Assessment Only route.

Safeguarding & Child Protection

The school is committed to ensuring all aspects of safeguarding and child protection are of the highest standards. During the recruitment process, all candidates will be subject to the Safer Recruitment checks including but not limited to; The Disclosure and Barring Service, employment history continuity, full reference checks and social media/online presence.



Saint Joseph's
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