# Employment Application Form: Support

**We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.**

Please ensure that you complete **all** sections of Part 1 and Part 2 of the application. Please note that providing false information will result in the application being rejected, withdrawal of any offer of employment, summary dismissal if you are in post or possible referral to the police. Please note that checks may be carried out to verify the contents of your application form. Please complete the form in black ink or type. CVs are not accepted.

|  |  |
| --- | --- |
| **Vacancy Job Title** |  |

## Part 1: Information for Shortlisting and Interviewing

**Forename Surname or Family name**

1. Letter of Application

Please enclose a letter of application. Please refer to the applicant information pack which may include instructions on how to complete the letter of application.

1. Current/Most Recent Employment

|  |  |
| --- | --- |
| **Name and address of employer** |  |
| **Job title** Please enclose a copy of the job description, if possible |  |
| **Date appointed to current post** |  |
| **Current salary & Grade/Allowances** |  |
| **Date available to begin new job** |  |

1. F**ull** C**hronological History**

Please provide a full history in date order, most recent first, since leaving secondary education, including periods of any post-secondary education/training, and part-time and voluntary work as well as full time employment, with start and end dates, explanations for periods not in employment or education/training, and reasons for leaving employment. (See next page to enter details).

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Job title** | **Name and address of school,** | **Number on** | **F/T** | **Dates** | **(DD/MM/YYYY)** | **Reason** |
| **or positon** | **other employer, or** | **roll and** | **or** | **From** | **To** | **for** |
|  | **description of activity** | **type of** | **P/T** |  |  | **leaving** |
|  |  | **school, if** |  |  |  |  |
|  |  | **applicable** |  |  |  |  |
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1. F**ull** C**hronological History (Cont’d)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Job title** | **Name and address of school,** | **Number on** | **F/T** | **Dates** | **(DD/MM/YYYY)** | **Reason** |
| **or positon** | **other employer, or** | **roll and** | **or** | **From** | **To** | **for** |
|  | **description of activity** | **type of** | **P/T** |  |  | **leaving** |
|  |  | **school, if** |  |  |  |  |
|  |  | **applicable** |  |  |  |  |
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Please enclose a continuation sheet if necessary.

1. Secondary Education and Qualifications (e.g. GCSE)

|  |  |  |  |
| --- | --- | --- | --- |
| **Name of school/college** | **From** | **To** | **Qualifications gained** |
|  |  |  |  |

1. Further or Higher Education

Please provide details of any recognised qualifications or courses attended which are relevant to the job application.

|  |  |  |  |
| --- | --- | --- | --- |
| **Name of FE college, university or awarding body** | **Dates**  **From To** | **Full or**  **part-time** | **Qualifications obtained** |
|  |  |  |  |

1. Other Relevant Experience, Interests and Skills

|  |
| --- |
|  |

1. Referees

Please provide details of two people to whom reference may be made. The first referee should normally be your present or most recent Headteacher or equivalent person. If you are not currently working with children please provide a referee from your most recent employment involving children. Referees will be asked about disciplinary offences relating to children, which may include any in which the penalty is “time expired” and whether you have been the subject of any child protection concerns, and if so, the outcome of any enquiry or disciplinary procedure. References will not be accepted from relatives or from people writing solely in the capacity of friends.

**First Referee**

|  |  |
| --- | --- |
| **Title and name** |  |
| **Address and post code** |  |
|  |  |
|  |  |
| **Telephone number** |  |
| **Email address** |  |
| **Job title** |  |
| **Relationship to applicant** |  |

**Second Referee**

|  |  |
| --- | --- |
| **Title and name** |  |
| **Address and post code** |  |
|  |  |
|  |  |
| **Telephone number** |  |
| **Email address** |  |
| **Job title** |  |
| **Relationship to applicant** |  |

**It is normal practice to take up references on shortlisted candidates prior to interview.** This is in line with the most recent version of Keeping Children Safe in Education statutory guidance.

Please indicate whether you give your consent for references to be requested before interview, by ticking the appropriate boxes below.

**Reference 1:** Yes No

**Reference 2:** Yes No

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## Part 2 Internal Ref. No.

This section will be separated from Part 1 on receipt. Relevant responses may be verified prior to shortlisting and/or used for administration purposes but will not then be used for selection purposes. If you are called to interview you may be asked about the answers you have given to questions 13 to 16 if relevant to the job.

1. Personal Information

|  |  |
| --- | --- |
| 1. **Surname or family name** |  |
| 1. **All previous surnames** |  |
| 1. **All forenames** |  |
| 1. **Title** |  |
| 1. **Current address** |  |
| 1. **Postcode** |  |
| 1. **Resident at this address since** |  |
| 1. **Home telephone number** |  |
| 1. **Mobile telephone number** |  |
| 1. **Date of birth** |  |
| 1. **Email address** |  |
| 1. **National Insurance Number** |  |
| 1. **Do you have a current full driving licence?** | Yes No |
| 1. **Have you ever been subject to a child protection investigation by your employer or any other organisation?** | Yes No  If YES please state separately under confidential cover the circumstances and the outcome including any orders or conditions. This will not be opened unless you are called to interview. |
| 1. **Do you require sponsorship (previously a work permit)?** | Yes No  If YES please provide details under separate cover. |
| 1. **Are you related to or have a close personal relationship with any pupil, employee, or governor?** | Yes No  If YES give details separately under confidential cover. This will not be opened unless you are called to interview. |
| 1. **Are there any special arrangements which we can make for you if you are called for an interview and/or work based assessment?** | Yes No  If Yes please specify, (e.g. ground floor venue, sign language, interpreter, audiotape etc). |

1. Compulsory Declaration of any Convictions, Cautions or Reprimands, Warnings or Bind-overs

If you are shortlisted you will be required to complete a “Disclosure of Criminal Record” form and bring the completed form to interview. If the job involves contact with children up to age 8 you will also be required to make a Disqualification Declaration. The information you give will be treated as strictly confidential. Disclosure of a conviction, caution, bind-over order, warning or reprimand will not automatically disqualify you from consideration. Any offence will only be taken into consideration if it is one which would make you unsuitable for the type of work you are applying for. However, offences relating to children may make you unsuitable since this is a “regulated position” under the Under the Criminal Justice & Courts Services Act 2000.

1. Data Protection Act 1998

The information collected on this form will be used in compliance with the Data Protection Act 1998. By supplying information, you are giving your consent to the information being processed for all employment purposes as defined in the Data Protection Act 1998. The information may be disclosed, as appropriate, to the governors, to Occupational Health, to the Teachers Pensions Agency, to the Department for Education, to pension, payroll and personnel providers and relevant statutory bodies. This form will be kept strictly confidential but may be photocopied and may be transmitted electronically for use by those entitled to see the information as part of the recruitment process. When the recruitment process is completed, the form will be stored for a maximum of six months then destroyed. If you are employed as a result of this recruitment process then this application form will be retained as part of your personnel record.

1. Notes

(a) Under the Criminal Justice & Courts Services Act 2000 it is an offence for an individual who has been disqualified from working with children to knowingly apply for, offer to do, accept, or do any work in a ‘regulated position’. The position you are applying for is a “regulated position”.

(b) Canvassing, directly or indirectly, an employee or governor will disqualify the application.

(c) Candidates recommended for appointment will be required to provide a satisfactory Enhanced DBS certificate and complete a pre-employment medical questionnaire and may be required to undergo a medical examination.

(d) This organisation is under a duty to protect the public funds it administers, and to this end may use the information you have provided on this form for the prevention and detection of fraud. It may also share this information with other bodies responsible for auditing or administering public funds for these purposes.

(e) The school may run social media checks on an individual as part of our safeguarding checks. This may be explored further at interview.

1. Declaration

I certify that, to the best of my knowledge and belief, all particulars included in my application are correct. I understand and accept that providing false information will result in my application being rejected or withdrawal of any offer of employment, or summary dismissal if I am in post, and possible referral to the police. I understand and accept that the information I have provided may be used in accordance with paragraph 10 above, and in particular that checks may be carried out to verify the contents of my application form.

Signature of Applicant**:**

Print Name and Date:

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Part 3: Equality and Diversity Monitoring

This section will be separated from part 1 and part 2. Collection of equality information is solely for monitoring purposes to ensure that our policies and procedures are effective. We also collect this data in accordance with the general and specific public sector equality duties under the Equality Act 2010. Any data you enter onto this monitoring form will only be used for monitoring purposes and will not be used in assessing and or scoring your application or during the interview process. This information is kept fully confidential and access is strictly limited in accordance with the Data Protection Act.

|  |  |  |  |
| --- | --- | --- | --- |
| **Ethnic group** | **Workforce**  **census code** |  | **Please tick** |
| White | WBRI | British English Welsh Northern Irish Scottish |  |
|  | WIRI | Irish |  |
|  | OOTH | Irish Traveller |  |
|  | OOTH | Gypsy |  |
|  | WOTH | Other White background |  |
| Mixed | MWBC | White and Black Caribbean |  |
|  | MWBA | White and Black African |  |
|  | MWAS | White and Asian |  |
|  | MOTH | Other Mixed background |  |
| Asian or Asian British | AIND | Indian |  |
|  | APKN | Pakistani |  |
|  | ABAN | Bangladeshi |  |
|  | CHNE | Chinese |  |
|  | AOTH | Other Asian background |  |
| Black or Black British | BCRB | Caribbean |  |
|  | BAFR | African |  |
|  | BOTH | Other Black background |  |
| Other ethnic group | OOTH | Arab |  |
|  |  | Write in: |  |
| Prefer not to say | REFU |  |  |

|  |  |
| --- | --- |
| **Sexual orientation** | **Please**  **tick** |
| Bi-sexual |  |
| Gay |  |
| Lesbian |  |
| Heterosexual |  |
| Other |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| **Gender** | **Please**  **tick** |
| Female |  |
| Male |  |
| Transgender |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| **Personal relationship** | **Please**  **tick** |
| Single |  |
| Living together |  |
| Married |  |
| Civil Partnership |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| **Disability**  Do you consider that you have a disability? | **Please tick** |
| Yes - Please complete the grid below |  |
| No |  |
| Prefer not to say |  |
|  |  |
| My disability is: |  |
| Physical Impairment |  |
| Sensory Impairment |  |
| Mental Health Condition |  |
| Learning Disability/ Difficulty |  |
| Long standing illness |  |
| Other |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| **Religion** | **Please tick** |
| No religion |  |
| Christian (including Church of England, Catholic, Protestant and all other Christian denominations) |  |
| Buddhist |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Sikh |  |
| Any other religion (Write in) |  |
| Prefer not to say |  |

**Swanlea SchoolPolicy Statement on**

**the Recruitment of Ex-offenders**

In accordance with the Disclosure and Barring Service Code of Practice this policy is made available to all job applicants at the outset of the recruitment process. The DBS Code of Practice is available at <https://www.gov.uk/government/publications/dbs-code-of-practice>

As an organisation which uses the Disclosure and Barring service, the Governing Body of the school complies fully with the DBS Code of Practice and undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

We meet the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974. A DBS check will therefore be carried out before appointment to any job at the school is confirmed. This will include details of convictions cautions and reprimands, as well as ‘spent’ and ‘unspent’ convictions. A criminal record will not necessarily be a bar to obtaining a position.

We are committed to the fair treatment of applicants on all protected grounds and in relation to all history of offending.

We promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their competencies, qualifications and knowledge.

Application forms and recruitment information will contain a statement that job applicants will be required to disclose their criminal record if they are invited to interview and a DBS check will be carried out if they are offered the job. The information will only be seen by those who need to see it as part of the recruitment process.

At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the job sought could lead to withdrawal of an offer of employment.

We undertake to discuss any matter revealed in a Disclosure with the person seeking the job before withdrawing a conditional offer of employment.

We ensure that people at the school who are involved in the recruitment process have access to professional advice to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.

**Having a criminal record will not necessarily bar you from working at** the school. This will depend on the nature of the position and the circumstances and background of your offences.

**PRIVATE AND CONFIDENTIAL DISCLOSURE OF CRIMINAL RECORD**

Please read the information below before completing the form.

It is the school’s policy to require all applicants for employment to disclose any previous ‘unspent’ criminal convictions and any cautions which have not expired, or any pending prosecutions. In addition, the job you are applying for is exempt from the provisions of the Rehabilitation of Offenders Act 1974 (exceptions order 1975) which requires you to disclose all spent convictions and cautions **except** those which are ‘protected’ under the amendments to the Exceptions Order 1975 (2013) and are not subject to disclosure to employers on DBS certificates and cannot be taken into account.  Guidance on the filtering of “protected” cautions and convictions which do not need to be disclosed by a job applicant can be found on the [Disclosure and Barring Service website](https://www.gov.uk/search?q=filtering&tab=detailed-results).

The information you give will be treated as strictly confidential. Disclosure of a conviction, caution, warning or reprimand will not automatically disqualify you from consideration. Any offence will only be taken into consideration if it is one which would make you unsuitable for the type of work you are applying for. However, offences relating to children are likely to make you unsuitable since this is a “regulated position”  under the Under the Criminal Justice & Courts Services Act 2000. The school’s policy on the recruitment of ex-offenders is available [on request] [on the school website].

If you fail to disclose any relevant offences or give false information then it will disqualify any offer of employment,   or result in summary dismissal if you are in post, with possible referral to the police. Confirmation of appointment is subject to a satisfactory Enhanced DBS Certificate. If you are appointed this form will be retained on your personal file for the duration of employment. If you are not appointed it will be securely destroyed.

**Spent and Unspent Convictions Cautions Warnings and Reprimands except those “protected”**

*Please complete this table entering “none” if applicable*

|  |  |  |  |
| --- | --- | --- | --- |
| Offence | Date | Court | Sentence/Penalty |
|  |  |  |  |

*Please continue overleaf if necessary*

**Pending Prosecutions (If you commit or are convicted of an offence, whether it is a caution or a conviction, spent or unspent, you must declare this to the Headteacher immediately (within 48 hours)**

*Please complete this table entering “none” if applicable*

|  |  |  |
| --- | --- | --- |
| Alleged Offence | Appearance Date | Court |
|  |  |  |

*Please continue overleaf if necessary*

I certify that I have read and understood this form and to the best of my belief the information I have entered is true and complete. I understand that if I have failed to disclose or given false information then it will disqualify any offer of employment, or result in summary dismissal if I am in post, with possible referral to the police.

Full Name (please use capitals): ­­­­­­­­­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature: ­­­­­­­­­­­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_    Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_