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**APPLICATION FORM**

**We are committed to safeguarding and promoting the welfare of Children.**

**All sections must be completed in full, in black ink or type. Please refer to the Schools Recruitment and Selection Procedure in respect of the process for dealing with incomplete applications. Please do not submit a Curriculum vitae (CV): it will not be considered. All information will be treated as Confidential.**

**Part A**

Information requested in Parts A will be used for vetting, monitoring and administration purposes**. Parts A is detached from the rest of this application form and not seen by those involved in the shortlisting and interview process.** If you are invited for interview, only your name, home contact details and any information provided by you in relation to the declaration below will be disclosed to the interview panel. The panel may wish to explore this with you at your interview.

|  |  |
| --- | --- |
| Position Applied For |  |

# **Personal details**

|  |  |  |  |
| --- | --- | --- | --- |
| Title |  | Surname/Family Name |  |
|  |
| All previous Surnames/Family Names |  |
|  |  |
|  |  | First Name(s) |  |

|  |  |  |  |
| --- | --- | --- | --- |
| Home Address | POST CODE: | Home Tel. Number |  |
|  |  |  |
|  | Work Tel. Number |  |
|  |  |  |
|  | Mobile Tel. Number |  |

|  |  |  |  |
| --- | --- | --- | --- |
| National Insurance Number |  | Date of Birth |  |

|  |  |
| --- | --- |
| Email Address: (please indicate if home or work) |  |

# **Declaration**

I certify that I am eligible to work in the UK and that if I am appointed, the appointment will be made on the basis that the information I provided was correct. I declare that to the best of my knowledge and belief, all statements contained on this form are correct, and I have not concealed any material facts.

I also understand that providing false information is an offence and could result in the application being rejected, or summary dismissal if appointed to the post, and possible referral to the Police.

I have not and will not canvass anyone in respect of my application for appointment. I also give consent to the lawful processing of personal information and other information I have provided on this form.

I declare that: I am not on the Childs Barred List, disqualified from working with Children or subject to sanctions imposed by a regulatory body; and that (delete as appropriate)

* I have no convictions, cautions or bind-overs, or
* Details of my record of convictions and/or cautions and/or bind-overs are in the attached envelope.

|  |  |  |  |
| --- | --- | --- | --- |
| **Signature** |  |  |  |

# **Disclosure Information**

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare any cautions, convictions, reprimands and final warnings that are not protected (i.e. that are not filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020). ui below.he welfare of Children are in the attached envelope.ns imposed by a regulatory boA DBS check will be made only in the event of you being offered the post. An offer of employment made in this way is called a ‘conditional offer’. A criminal record will not necessarily be a bar to obtaining a post and applicants will not be unfairly discriminated against on the basis of information received through the disclosure process.

**The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered ‘protected’. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account**

Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosure and Barring Service website.

**Do you have any unspent conditional cautions or convictions under the Rehabilitation of Offenders Act 1974?** [ ]  Yes [ ]  No

**Do you have any adult cautions (simple or conditional) or spent convictions that are not protected as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020?**

 [ ]  Yes [ ]  No

If you have answered yes, supply details of all convictions in a sealed envelope marked ‘confidential’ and attach to this form, alternatively please provide a password protected word document and name ‘confidential’ and attach to your email application. If your application is successful, this information will be checked against information from the Disclosure and Barring service before your appointment is confirmed.

**Have you ever been disqualified under DCCR (Disqualification of Care of Children Regulations 1991)** [ ]  Yes [ ]  No

Do you currently hold a DBS Certificate? [ ]  Yes [ ]  No

If yes, are you subscribed to the update service? [ ]  Yes [ ]  No

Please indicate level of check: Standard [ ]  Enhanced [ ]

Please indicate workforce: Child [ ]  Adult [ ]  Child and Adult [ ]  Other [ ]

# **Disability**

|  |
| --- |
| We are positive about disability and welcome applications from disabled people. Please answer the section on disability which we include to establish whether we need to make adjustments to enable you to take part in the selection process; take positive action in supporting employment for disabled people; establish whether you will be able to carry out a function that is intrinsic to the work concerned and/pr establish that you have a disability where this is an occupational requirement. (Section 60 of the Equality Act 2010 refers) |

|  |  |
| --- | --- |
| Do you consider yourself to be a person with a disability, under the Act? |  |

|  |  |
| --- | --- |
| Do you have any particular needs if selected for interview?  |  |

# **Eligibility to Work in the UK**

To ensure Extol Trust complies with legislation, you will be required to provide documentary evidence showing that you are entitled to work in the United Kingdom.

Are there any restrictions regarding your right to work in the UK? [ ]  Yes [ ]  No

If yes, please give details

Applicants with recent periods of residence and/or employment overseas may be required to provide a Criminal Records Check, sometimes known as a Certificate of Good Conduct, before an offer of employment is confirmed. Further information can be found at <https://www.gov.uk/government/publications/criminal-records-checks-for-overseas-applicants>

**PART B APPLICATION FORM**

Information requested in Part B (pages 5 to 10) will be used for shortlisting, interview and assessments by the interview panel. **You must fully complete Part B.**

|  |  |
| --- | --- |
| Position Applied For |  |

# **Present Post** (or if not currently employed, most recent or last employer)

|  |  |  |
| --- | --- | --- |
| **Employer’s Name and Address** |  | **Job Title**  |
|  | **Current Salary**  | **Allowances** |
|  | **Date Commenced**  |
|  | **Period of notice required** |
|  | **Reason for leaving** |

# **Previous Posts** (Please list in chronological order and account for any gaps in

#  employment)

|  |  |  |
| --- | --- | --- |
| **Employers name and address and Post(s) held.**  | **Dates of Employment** | **Reason for Leaving** |
| **From** | **To** |
|  |  |  |  |

|  |  |
| --- | --- |
| **Current Membership of Professional/Technical Body** | **Grade** |
|  |  |

**Relevant Educational, Vocational, or Professional Qualifications**

# (most recent first)

|  |  |  |
| --- | --- | --- |
| **Qualification**  | **School/College/University****attended** | **Date Qualification Obtained and Grade Achieved** **(For a Degree, state whether pass or honours and give Class, Division & Subject, making clear which are main and which are subsidiary)** |
|  |  |  |

# **Relevant CPD / Training**

|  |  |
| --- | --- |
| **Course Information (most relevant first) Please attach a separate sheet if needed.** | **Date Completed** |
|  |  |
| **Current Studies:** Please indicate if you are currently studying, what you are studying, with which institution, method of study, e.g., day release and when you hope to complete your studies and what qualification will be awarded on successful completion. |  |

# **How you meet the essential requirements**

# Please state clearly how you meet all of the essential requirements listed on the person specification. Please see attached sheet for advice on how to complete this section. **The information you provide on this section is a key part of the shortlisting process. This information will contribute to the decision as to whether you will be shortlisted for interview.** What skills, abilities, knowledge, competencies and experience do you have which are relevant to the job for which you are applying? **Do not attach a CV, as it will not be considered.**

|  |
| --- |
|  |

|  |
| --- |
| If you need more space or would prefer to submit this information separately then please attach a separate sheet, or sheets of paper.Please make sure that you write on this form how many additional sheets you have attached and make sure that on each additional sheet you write the Post reference number and your NI Number. |

Are you registered with the Teaching Agency? Yes / No

|  |
| --- |
|  |

Teaching Agency Registration Number, if applicable

**Declaration of Relationships**

|  |
| --- |
| If you have any relationship with the Head Teacher, any Governor or employees of the School, please state their name(s) and nature of relationship(s). |

**Canvassing**

If you canvass the Head Teacher, Governors or employees of the School directly or indirectly for this appointment, or if you fail to declare a relationship, you will be disqualified from appointment, and if already appointed, you will be subject to disciplinary proceedings and liable to dismissal without further notice.

**Interests outside of work / hobbies**

|  |
| --- |
|  |

|  |
| --- |
| **References**Please give details of **two** people we can contact to obtain a reference. At least one person must be your **current employer or most recent employer**. If you are not currently working with children you must include as a referee the employer who most recently employed you in work with children. If studying give details of course tutor. References from relatives or friends are not acceptable. In the interest of Safeguarding and promoting the welfare of Children, the Trust reserves the right to request a reference from your current or most recent employer and any previous employer, regardless of whether or not you have indicated such employers below. If you are currently working with children we will ask your current employer (or your previous employers if you are not currently working with children) about disciplinary offences relating to children, including any in which the penalty is time expired; whether you have been the subject of any child protection concerns, and if so the outcome. |
| Reference 1:Name:Company Name:Address:Relationship to referee: Telephone number: Email:If referee is not available who else can we contact? | Reference 2:Name:Company Name:Address:Relationship to referee: Telephone number: Email: |

If shortlisted we will contact referees. Should you object to any referee, or previous employer being contacted you will be asked for an explanation for this.

We do not acknowledge receipt of applications. However, if you wish your application to be acknowledged, please include a stamped addressed postcard.

**Return your completed application form as instructed in the advertisement or details of the post. Please ensure that you have signed and dated the form on the second page.**

**Information to Candidates**

# **I**

Thank you for applying for a job with our Trust. This information is to help you to understand how our recruitment process works and how to best fill in your application form.

## **A little bit about the information you have received**

* A Job Description: Outlines the purpose of the job and the main duties involved.
* A Person Specification: Lists the essential things an applicant needs to have. This is a key document against which applicants are measured.
* An Application Form: A standard form on which we collect information about you. We use this, instead of a CV, to be more consistent and to receive information we need in the format that we require. If you submit a CV instead of the application form or you do not fully complete the application form but instead simply insert ‘refer to CV’ on the form your application will not be considered.
* Other information: You may have received other specific information about the job, the Academy and Trust and the stages of your recruitment process.

### **How our recruitment process works**

A selection panel is formed, made up of not less than two people, usually including the manager of the job. They agree the content of the Job Description and the essential criteria for the Person Specification. A job advert is then written. When we receive application forms, we separate Part A, only Part C is given to the selection panel. The panel does not see personal information about you. This is designed to reduce the chances of inadvertent unfair discrimination.

Each panel member then compares the information on Part C of your Application Form with the criteria on the Person Specification. They each read all applications, form their views and determine who will go through to the next stage. If there are a lot of applicants that meet the requirements, the panel will go through the successful pile again, keeping only those who best meet the requirements. References are then asked for and taken up at this point. If you specify on the application form that we cannot contact a referee prior to the interview you will be contacted and asked to explain why, if the reason you give is acceptable we may delay taking up the reference. However, if the reason given is unacceptable or the decision to delay taking up the reference is likely to cause an unacceptable delay in filling the vacant post, you will be contacted to be advised as to whether we intend to request references prior to interview or that your application will not be progressed any further.

Please refer to the additional information for information in respect of the process for dealing with unsuccessful applications.

## **What do we value on Application Forms?**

We are only looking for the things we have listed on the Person Specification. We believe that there are extremely talented support staff in the jobs market.

So, in addition to qualifications we also value other things such as previous job experience, research projects or personal study, voluntary work, social experience or personal life experience. You will be asked to provide original certificates to verify your qualification(s).

**The Trust will assess all applications fairly without regard to Gender, Marital Status, Disability, Religious Belief, Race, Colour, Nationality, Ethnic Origin, Sexual Orientation, Religious Belief or Age.**

## **How to best fill in your Application Form**

###### Post Reference

You will find a box marked Position Applied For on Part A, Part B and Part C. Complete the boxes with the details supplied in your recruitment package. **It is essential that you fill the boxes in as the application is split into separate sections and this allows us to track the application.**

**General notes**

The selection panel are looking for those candidates who can give real examples of when they have displayed the essential things on the person specification. It is quality, not quantity that is important.

**Do not enclose a CV; we only want information on the application form. CV’s will not be considered.**

Give details of your full employment history and details of all gaps in employment, e.g. to have a family, because of illness, career breaks etc.

Give details of any referees whom we can ask for information about you. If you are employed, include details of your current employer. If you are unemployed, give details of your last employer. If you have never been employed, please give details of a school, college or university tutor.

In the interest of Safeguarding and promoting the welfare of Children, the Trust reserves the right to request a reference from your current or most recent employer and any previous employer, regardless of whether or not you have indicated such employers may be contacted.

Focus on the ‘How you meet the essential requirements’. Take each of the criteria on the Person Specification in turn. Take time to think about all of your previous experience and knowledge and give examples of where you have best displayed the things that are asked for. Simply stating that you have each requirement will not be considered as suitable evidence. Remember, you can use examples from your work life, study, personal life, voluntary work, social experience, vocational training etc.

Answer the points in the same order as on the Person Specification. You can present this as a list and use numbering if you wish.

**How we acknowledge receipt of your Application Form**

Return your completed application form to the Academy as instructed in the advertisement or post details**.** We do not write back to every candidate that forwards an Application Form to us. It will tell you in the information pack how and when you will be informed.

**After recruitment takes place**

Please refer to the additional information for information in respect of the process for dealing with unsuccessful applications.

**Giving you a fair and equal opportunity to work for our Trust**

We are fully committed to providing a fair recruitment process for all. To do this, we need to know if you feel anything may prevent you from demonstrating your full potential. We will make any reasonable adjustment or arrangement to any part of the recruitment process.

## **Access to employment for disabled people**

We are committed to equal opportunity in employment for disabled people. This means that we will not unfairly discriminate against a candidate with a disability, or an employee that becomes disabled whilst working for us.

Any disabled person who meets the essential criteria on the person specification will be guaranteed an interview.

**Complaints about the recruitment process**

If you feel you have been treated unfairly, or are unhappy with any part of the recruitment process, we want to know about it! You can make a complaint by contacting the Head Teacher/Head of School or Chair of Governors as appropriate.

**Data Protection**

The information you provide on the Application Form will be used to assess your suitability for the post and will be viewed only by those involved in the recruitment process. If you are appointed, the information will be used to create your employment record. If you are not appointed, it will be destroyed after 6 months, except in the event of a dispute.

By submitting this form, you are consenting to the recording and use of the information for the purposes mentioned above.

**Equality and Diversity Monitoring Information Form**

Extol Academy Trustwants to meet the aims and commitments set out in its equality policy. This includes not discriminating under the Equality Act 2010, and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

The organisation needs your help and co-operation to enable it to do this but filling in this form is voluntary.

**I have considered the questions set out below but do not wish to complete them**

**Gender** Man 🗆 Woman 🗆 Intersex 🗆 Non-binary 🗆 Prefer not to say 🗆

If you prefer to use your own term, please specify here …………………….

**Are you married or in a civil partnership?** Yes 🗆 No 🗆 Prefer not to say 🗆

**Age** 16-24🗆 25-29 🗆 30-34 🗆 35-39🗆 40-44 🗆 45-49 🗆 50-54 🗆55-59 🗆 60-64 🗆 65+ 🗆 Prefer not to say 🗆

**What is your ethnicity?**

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box

***White***

English 🗆 Welsh 🗆 Scottish 🗆 Northern Irish 🗆 Irish 🗆

British 🗆 Gypsy or Irish Traveller 🗆 Prefer not to say 🗆

Any other white background, please write in:

***Mixed/multiple ethnic groups***

White and Black Caribbean 🗆 White and Black African 🗆 White and Asian 🗆 Prefer not to say 🗆 Any other mixed background, please write in:

***Asian/Asian British***

Indian 🗆 Pakistani 🗆 Bangladeshi 🗆 Chinese 🗆 Prefer not to say 🗆

Any other Asian background, please write in:

***Black/ African/ Caribbean/ Black British***

African 🗆 Caribbean 🗆 Prefer not to say 🗆

Any other Black/African/Caribbean background, please write in:

***Other ethnic group***

Arab 🗆 Prefer not to say 🗆 Any other ethnic group, please write in:

**Do you consider yourself to have a disability or health condition?**

Yes🗆 No 🗆 Prefer not to say 🗆

What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in here:

The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.

**What is your sexual orientation?**

Heterosexual 🗆 Gay 🗆 Lesbian 🗆 Bisexual 🗆 Prefer not to say 🗆

If you prefer to use your own term, please specify here ……………………………………………….….

**What is your religion or belief?**

No religion or belief 🗆 Buddhist 🗆 Christian 🗆 Hindu 🗆 Jewish 🗆

Muslim 🗆 Sikh 🗆 Prefer not to say 🗆 If other religion or belief, please write in:

 **Do you have caring responsibilities? If yes, please tick all that apply**

None 🗆 Primary carer of a child/children (under 18) 🗆

Primary carer of disabled child/children 🗆

Primary carer of disabled adult (18 and over) 🗆 Primary carer of older person 🗆

Secondary carer (another person carries out the main caring role) 🗆

Prefer not to say 🗆

# **Where did you see this post advertised?**

 Hartlepool Mail Northern Echo North East Jobs Job Centre

 Specialist Publication Sector 1 Website Casual Enquiry Word of Mouth

 TES Other (Please specify):

Personal data supplied on this form may be held and/or verified by reference to information already held on computer (Data Protection Act 1998). Information provided by you in this application form will only be used in relation to your application. Once the recruitment process is completed, your form will be stored for a maximum of 6 months and then destroyed. Equal opportunity monitoring data is kept for 5 years to help us monitor our recruitment process. If you are appointed, relevant information will then be taken from this application form and used as part of your personnel record. Completion of this form is taken as acceptance of these conditions.

Further information about the definition of a disability

The definition of disability according to the Equality Act 2010 is set out in section 6 of the act. Below you will find some further information and examples.

**Impairment**

The Act definition covers physical and mental impairment. A person is considered to have an impairment if their physical or mental abilities are reduced in some way compared to most people. This could be the result of a medical condition but is not limited to a diagnosed medical condition. An impairment does not have to stop someone from doing something, as long as it makes the task harder.

**Substantial**

A Substantial effect means one that is ‘more than minor or trivial’.

The following are examples that are likely to be considered substantial:

* If someone has more than one impairment
* Inability to see moving traffic clearly enough to cross the road
* Inability to turn on taps or knobs
* Inability to remember or relay simple messages correctly
* Having seizures which cause you to lose awareness of your surroundings
* Being unable to read a book without an aid because of a learning impairment such as dyslexia
* Taking longer with everyday tasks like getting dressed because of pain, if painkillers were not taken

You also need to consider what would be your condition or circumstances if you did not take your medication or use any adaption such as hearing aids. (This does not apply to sight impairments that are corrected by spectacles or contact lenses).

**Long term**

These are effects that:

Have lasted at least 12 months

Are likely to last at least 12 months, or

Are likely to last for the rest of the life of the person affected

Long-term effects include those likely to fluctuate or recur. This includes for example, epilepsy and arthritis

**Day to day activities**

Day-to-day activities are normal activities carried out by most people on a regular basis and must involve one of the following broad categories:

* Mobility – moving from place to place
* Manual dexterity – for example use of the hands
* Physical co-ordination
* Continence
* The ability to lift, carry or move ordinary objects
* Speech, hearing or eyesight
* Memory or ability to concentrate, learn or understand
* Being able to recognise physical danger

Examples of types of impairments include:

* Musculoskeletal conditions
* Mental illness
* Chest or breathing conditions such as Asthma
* Heart, blood pressure, circulation
* Severe disfigurement
* Stomach, liver, kidney, digestion
* Epilepsy
* Diabetes
* Progressive illness such as cancer, multiple sclerosis, muscular dystrophy, HIV infection