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| **Application form for an Associate (non-teaching) post**  **at The Laurels Primary School**  part of Durrington Multi Academy Trust | Laurels logo Dec 2018 |

Durrington Multi Academy Trust (DMAT) is committed to the safeguarding and promotion of welfare of all children, young people and vulnerable adults. All staff and volunteers are expected to share this commitment. We are dedicated to promoting equality and fairness. Selection is based on how you demonstrate your ability to perform the job as detailed in the job description and specification. The equal opportunities information will be separated from your application before shortlisting.

The information requested in this form is important in assessing your application. Please complete this form in full. **CVs are not acceptable. Please write/type in black ink.**

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| --- | --- |
| **Job details** | |
| **Post applied for:** |  |
| **Academy :** | **The Laurels Primary School** |
| **How did you hear about vacancy?** |  |

**Section 1- Personal Details**

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| --- | --- |
| **Personal details** | |
| **Family Name /Surname:** |  |
| **First name:** |  |
| **Title:** |  |
| **Previous names:** |  |
| **Address:** |  |
| **Post code:** |  |
| **Email address:** |  |
| **Correspondence address (if different from above):** |  |
| **National Insurance Number:** |  |
| **Home/work telephone number:** |  |
| **Mobile telephone number:** \*state preferred number we should call you on |  |

**Relationships**

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| **Failure to disclose a close personal relationship as below may disqualify you.**  **Are you a relative or a partner, or do you have a close personal relationship with, any employee connected to the Durrington Multi Academy Trust? If so, please state the person’s/persons’ full name/s, their position and place of work** |
|  |

**Pension – you will be auto enrolled into the scheme**

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| **Have you opted out of the Local Government Pension scheme?** | Yes/No |
| **If ‘YES’, please state your opting-out date:** |  |

**Section 2 - Qualifications**

List all of your achievements relevant to this job and any others you feel could be important (for example for your career development) starting with the most recent. Proof of qualifications and membership to professional bodies to be required at interview.

**Secondary Education, A or AS level or equivalent**

|  |  |  |
| --- | --- | --- |
| **Qualification**  **A/AS level or equivalent and grades** | **Name of school/college** | **Dates attended (from and to)** |
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|  |  |  |
| **GCSE/or equivalent subjects and grades** | **Name of school/college** | **Dates attended (from and to)** |
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**Higher and/or Further Education**

(NB: Shortlisted candidates will be required to produced qualification certificates at interview)

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| --- | --- | --- | --- |
| **Qualification** | **Class and subjects** | **Name of college, university etc** | **Dates attended (from and to)** |
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**Membership to Professional Bodies**

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| --- | --- | --- |
| **Name of Professional body** | **Date achieved** | **By exam or election?** |
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**Further Qualifications & Further Training**

(Including one year and one term courses and any recent short courses

|  |  |  |  |
| --- | --- | --- | --- |
| **University, college or organising body** | **Subjects & course title** | **Any qualification obtained** | **Length of courses & dates** |
|  |  |  |  |
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**Section 3 – Experience** - **Full Job History**

**Tell us about how you meet the requirements of the section titled “Experience” in the Person Specification.**

Give full details of your employment starting with your current or most recent job. Please give brief details, where relevant, to show how your experience meets the requirements in the Person Specification. **Indicate gaps in employment and full time study and tell us what you were doing during these times (e.g. full time study). Gaps in employment/experience are not accepted without an explanation.** Please continue on a separate sheet if necessary.

**Current or most recent employment** (**Please give the fraction of full-time where the post is / was part-time)**

|  |  |
| --- | --- |
| **Name & address of employer:** |  |
| **Telephone no:** |  |
| **Position title and date started:** |  |
| **Salary:** |  |
| **Date and reason for leaving (if applicable)** |  |

**Other employment**

|  |  |  |  |
| --- | --- | --- | --- |
| **Employer name and address** | **Position** | **From / to** | **Reason for leaving** |
|  |  |  |  |
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**Other history**

**Please ensure that you provide a complete chronological history by listing below any periods not covered above in your employment history, e.g. travel, career break (reasons), voluntary work, unemployment, sabbatical, carer responsibilities etc.**

|  |  |  |
| --- | --- | --- |
| **From** | **To** | **Reason** |
|  |  |  |
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**Section 4 - Letter of support**

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| **This is a vital part of the selection process and you need to demonstrate how your experience, qualifications and interests are relevant, what you could bring to the school and the team/role you are applying for.**  **This section should be submitted as separate word-processed sheets; maximum of 2 sides of A4.** |

**Section 5 – Referees – these will be requested prior to interview**

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| --- |
| Two references are required for all candidates. Friends and relatives are NOT acceptable referees. One of the referees must be your present/ or most recent employer and normally no offer of employmentwill be made without reference to him/her. If you have not previously been employed, then headteachers, college lecturers, or other persons who are able to comment authoritatively on your educational background and/ or personal qualities, are acceptable as referees. Internal candidates are required to provide one referee who must be their current manager.  **Please note:**  **If you are shortlisted and invited to an interview, referees will be contacted and references obtained prior to interview in line with current statutory guidance. Please sign the Reference Consent form in appendix 1 to consent to us contacting your previous employer/s for a reference.** |
| **NOTE:** In view of the nature of the jobs no offer of employment can be made without these. We also reserve the right to take up employment references from previous employers listed in "Previous Employment" on pages 3-4 of this form. By submitting your consent and application you are consenting for us to contact your previous employers. |

**First Reference Second Reference Third reference**

|  |  |  |
| --- | --- | --- |
| Name: | Name: | Name: |
| Full address and postcode: | Full address and postcode: | Full address and postcode: |
| Telephone No: | Telephone No: | Telephone No: |
| Email: | Email: | Email: |
| How long has this person known you and in what capacity? | How long has this person known you and in what capacity? | How long has this person known you and in what capacity? |

**Section 6 - Declaration by applicant**

**Safety and welfare of children**

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| --- | --- |
| **Have you ever been the subject of any allegations in relation to the safety and welfare of children, either substantiated or unsubstantiated?** | Yes/No |
| **If you have answered ‘YES’ to the above question, you must supply details on a separate sheet of paper, place it in a sealed envelope marked confidential and attach it to your application form.** | |
| **I have attached details as requested.** | Yes/No |
| **Disciplinary Record** | |
| **Are you (or have you ever been) dismissed from a teaching post for alleged misconduct or incompetence or resigned in the face of such allegations?** | Yes/No |
| **If ‘YES’, please give details:** |  |
| **Have you ever received a final warning for misconduct or incompetence or have you received a lesser warning which has not time expired at the point of making this applications?** | Yes/No |
| **If ‘YES’, please give details:** |  |

**Disclosure and Barring Service (DBS)**

|  |  |
| --- | --- |
| **You are required to declare any criminal convictions (including bind over and cautions) which are not “spent” in accordance with the Rehabilitation of Offenders Act 1974. Some of our posts carry exempt status under the provisions of the Act for which you are required to declare any convictions regardless of whether or not the time limit has elapsed.** | |
| **For posts that are exempt under the Rehabilitation of Offenders Act 1974:** | |
| Have you ever been convicted of a criminal offence? | Yes/No |
| Are there any alleged offences outstanding against you? | Yes/No |
| **For all other posts:** | |
| **Do you have any criminal convictions which are not yet ‘spent’?** | Yes/No |
| If ‘YES’ to any of the above, please give details below or, if you prefer, attach details in a sealed envelope marked 'strictly confidential'. Failure to disclose, in accordance with the guidance, any information relating to criminal convictions may disqualify your application or result in dismissal without notice. Further information on disclosures can be obtained from the Disclosure and Barring Service at https://www.gov.uk/government/organisations/disclosure-and-barring-service. | |
|  | |

**Declaration**

**I declare that the information given here, and that contained in my application form, is true and accept that false information may result in my application being disqualified and if appointed could lead to dismissal. I understand that if appropriate, a criminal records check will be carried out. This academy 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. As part of the recruitment process, checks may be made with your home Local Authority Adults’/Children’s Services Department. By signing this declaration, you are agreeing to the check being made.**

|  |  |  |  |
| --- | --- | --- | --- |
| **Signature:** |  | **Date:** |  |
| **Print name:** |  | | |

**Asylum and Immigration Act 1996**

|  |  |
| --- | --- |
| **It is a criminal offence to employ persons whose immigration status prevents them from working in this country. The Act does not affect citizens of the UK, Ireland, European Economic Area and the Commonwealth, provided they have a right of abode in the UK. You will be required to provide evidence prior to appointment of a National Insurance Number, passport or other document on the approved list to satisfy the Academy that the asylum and Immigration Act 1996 is being complied with. This document should contain both your name and your National Insurance number. We will also need to see your passport, birth certificate or other letter/permit/document confirming your right to live and work in the UK.** | |
| **Do you require a work permit?** | Yes/No |
| **National Insurance Number** |  |

|  |  |  |  |
| --- | --- | --- | --- |
| I declare that the information given is true and understand that (a) canvassing of Members or Officers directly or indirectly will invalidate this application, and (b) the Academy reserves the right to seek verification from me of the factual basis for any information provided.  I suffer no legal impediment to taking up employment with the Academy if so appointed and I accept that the discovery of any legal impediment after an appointment has been made will lead to my immediate dismissal. | | | |
| **Signature:** |  | **Date:** |  |
| **Print name:** |  | | |
| **DPA logo**  **Data Protection Act 1998**  Durrington Multi Academy Trust will only process the information you have provided on this form for the purpose of recruitment and selection and, if you are successful in securing this position, for purposes relating to your employment. Your details will be kept both electronically and in hard copy. We will not disclose this information about you to outside organisations or third parties unless there is a legal requirement to do so, or for the prevention and detection of fraud. | | | |

# To be separated and held by the

# Human Resource Department until shortlisting has taken place.

# CONFIDENTIAL: Equal Opportunities in Employment – Monitoring Form

**This section will be removed for monitoring purposes before the selection process begins and will not affect the consideration of your application.**

**DPA 2018/GDPR 2021**

|  |  |  |  |
| --- | --- | --- | --- |
| I consent to the data on this form being used for statistical purposes to assist the Trust in the monitoring of equal opportunities. | | | |
| Signature: |  | Date: |  |
| Print name: |  | | |

Everyone is unique owing to differences in age, gender, ethnic origin, religion, sexual orientation, ability etc. The Trust aims to treat these differences positively, recognising that diversity creates a strong, flexible and creative workforce.

The Trust’s Equality of Opportunity in Employment Policy states that all applicants are to be treated fairly, and selection for appointment is to be based solely on a person’s ability to do the job.

The Trust has a statutory duty to collect the information you provide on this form and it will assist us in ensuring fairness of treatment in appointment decisions, as statistical monitoring will show whether minority groups are being treated equitably.

This information will not affect the consideration of your application.

|  |  |  |  |
| --- | --- | --- | --- |
| **Job applied for:** |  | | |
| **Surname and initials:** |  | | |
| **Date of birth:** |  | Age |  |
| **Gender:** | Male/Female/Transgender (Please select as appropriate) | | |
| **Signature:** |  | | |

## Ethnic Origin

This is the origin of your family rather than your nationality. For example, you could be British and your ethnic (family) origins could be any of the ones listed opposite, or a combination of them, or something more specific. Please identify your ethnic origin either by putting an ‘x’ in ONE of the boxes below or by giving your own description in the space provided.

|  |  |
| --- | --- |
| **A: White** | |
| British |  |
| Irish |  |
| Gypsy/Roma |  |
| Traveller of Irish Heritage |  |
| Any other white background |  |

|  |  |
| --- | --- |
| **D: Asian or Asian British** | |
| Indian |  |
| Pakistan |  |
| Bangladeshi |  |
| Any other Asian background |  |

|  |  |
| --- | --- |
| **E: Other ethnic groups** | |
| Chinese |  |
| Any other ethnic background |  |

|  |  |
| --- | --- |
| **B: Mixed** | |
| White and Black Caribbean |  |
| White and Black African |  |
| White and Asian |  |
| Any other mixed background |  |

|  |
| --- |
| **F: If other, please specify:** |
|  |

|  |  |
| --- | --- |
| **C: Black or black British** | |
| Caribbean |  |
| African |  |
| Any other Black background |  |

**Religion**

Please identify your religion by putting an ‘x’ in ONE of the boxes below.

|  |  |
| --- | --- |
| Christian |  |
| Buddhist |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |

|  |  |
| --- | --- |
| Sikh |  |
| Other religion |  |
| No religion |  |
| Prefer not to say |  |

## Disability guidance

Where an applicant has a disability and they meet the essential criteria of the post they are automatically shortlisted for interview. This positive action helps ensure people with disabilities get their fair share of jobs. The Equality Act 2010 says that a person is disabled if they have a mental or physical impairment or long term health condition which has a substantial adverse effect on their ability to carry out normal day-to-day activities. If you consider yourself to be disabled please let us know. We would appreciate advice on help we can give to enable you to attend, or participate in the interview. At the interview you will be asked if you have any disability which would affect your ability to do the job, and, in compliance with the Equality Act 2010, you will be asked what reasonable adjustments we might arrange to assist you.

|  |  |
| --- | --- |
| Do you consider yourself to be disabled as set out in the Equality Act 2010? | Yes/No |
| If ‘YES’, please describe your disability: |  |
| If you need any assistance to attend or participate in the interview, please give details. | |
|  | |

## Medical history

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| --- |
| All appointments will be subject to satisfactory medical clearance. Preferred candidates will be required to complete an online pre-employment medical questionnaire, to check their medical suitability for the role they have applied for. Preferred candidates may also be asked to provide further details of their medical history by the occupational health providers or be required to undergo a medical examination. |

**THE APPLICATION PROCESS – INFORMATION FOR CANDIDATES**

Thank you for enquiring about working in our Trust. We will be very pleased to receive your application and appreciate the amount of preparation time this involves. If selected for an interview, this will involve a range of activities appropriate for the position applied for.

As you would expect, we are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. This commitment starts at the staff recruitment stage and it is most important that you read the information below ***before***you make a start on your application. Safeguarding is the central focus of our recruitment process from advertising, to short-listing, obtaining references, providing information for candidates, conducting the interview itself, making appropriate checks of identity and qualifications, as well as undertaking appropriate vetting. Child Protection and Prevent Duty training is delivered to all staff employed within the Durrington Multi Academy Trust.

**Completing the application form**

Complete the application form in as much detail as possible, relating your information to the requirements outlined on the job specification. **Please note that we do not accept CVs in**

**any circumstances either as a complete document or pinned as an extra sheet to certain sections of the form. Applications received in this way will be disregarded.**

In the section on the application form headed “Previous Employment” start with your current or most recent employment and provide specific dates (at least month and year). Please complete this section for all periods of employment or voluntary work since leaving secondary school. **Please provide an explanation for periods when not in employment or training.**

When you have completed all sections of the form, sign the declaration and email or post the form to the school for the attention of Marica Walker, EA to Headteacher mwalker@laurelsprimary.co.uk We would recommend all applications are emailed. Please also note that it is wise to check that you have paid the correct postage when returning the application form by post – otherwise the form may not reach us by the closing date. **Late applications will not be considered**.

**References**

A major part of our commitment to safeguarding the welfare of the children in our care is the seeking of references in support of your application. You are asked to provide the names and contact details of 2 referees on the application form. **One of these must be your current or last employer.**  Due to the nature of this post we are unable to accept “open” references or references from relatives or from people solely in the capacity of friends. We may also contact a previous employer if that employment involved working with children or young people. All job offers are subject to two satisfactory references.

**Salary**

Where salaries are quoted in the advertisement they are actual salaries and have already been adjusted for part time and/or term time only working if appropriate. If minimum and maximum figures are shown they represent the actual salary scale range.

**Contact Details**

**We may wish to contact you via email, so please make sure that your email address is included on the application form, is readable, correct and that you check the contents of your in-box on a regular basis.**

**Shortlisted candidates and identity checks**

If you have not received an invitation for interview 10 days after the closing date, please assume that your application has been unsuccessful on this occasion and accept our thanks for the interest you have shown in our school.

**Recruitment and interview process**

Recruitment panels contain a minimum of two interviewers, at least one of whom is safeguarding trained.

Notes are made and retained of candidates’ responses at interview.

Interviews explore issues relating to the safeguarding of children, for example:

* Identity checks will be required. Previous employment history will be examined and any gaps accounted for;
* Concerns or discrepancies from the information provided by the candidate and/or referees will be explored;
* The candidate will be asked if they wish to declare anything in light of the requirement for a DBS check;
* The process will establish suitability to work with children.

**Pre-employment checks**

**Before commencement all employees are required to have a pre-employment health check, an appropriate DBS check and two satisfactory references requested. All offers of employment are subject to satisfactory clearance from the required checks.**

**Training**

Training to facilitate a sound understanding of key guidance and practices about safeguarding and child protection is mandatory, updated regularly and embedded in performance management systems.

Additional training with a specific focus on safeguarding is undertaken by those who recruit staff.

Relevant training is mandatory for employees who do not have direct contact with children but who do have access to information systems containing the details of children.

**Safe working culture**

All employees are monitored by their line manager in the probationary period to ensure that all new staff comply with expected behaviours and attitudes that constitute best practice in relation to safeguarding.

If you have any queries or concerns before you make the application, please do not hesitate to contact us.

Your application form is an important part of our recruitment process – it is how we get to know you and assess your ability to do the job. It enables us to decide whether or not to shortlist you for interview and therefore plays a vital role in the recruitment process.

**As you are aware, all personnel who work in a school have to be checked by the Disclosure and Barring Service. If you are called for interview you will be expected to bring your birth certificate, passport, driving licence and a document showing your current address that has been issued within the last three months, eg utility bill, bank or store card statement. Please note that originals are required and that photocopies will not be accepted.**

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| --- | --- |
| **Appendix 1**  **Reference Consent Form** | Laurels logo Dec 2018 |

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| --- | --- | --- | --- |
| I can confirm that I am happy for The Laurels Primary School, part of Durrington Multi Academy Trust to contact my previous employer/s to obtain written references.  I understand that I can withdraw my consent at any time by contacting Marica Walker on 01903 830901 or by email on mwalker@laurelsprimary.co.uk | | | |
| **Name:** |  | | |
| **Job Title:** |  | | |
| **Signature:** |  | **Date:** |  |