# title no head

*Headteacher: Ms Karen Steele*

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# SUPPORT STAFF APPLICATION FORM

## CONFIDENTIAL

### Please use black ink and write clearly or type (Updated JAN 2022)

Post Applied For:

School or LA Service:

**PERSONAL DETAILS**

Title:       Surname or Family Name:

First name(s):       Any Former Name(s)

Home Address:

Home Telephone:       Daytime Telephone:

Mobile Telephone:       E-mail address

### PRESENT OR MOST RECENT POST

|  |  |
| --- | --- |
| Post Held: | |
| Main duties: | |
| Date appointed:       dd/mm/yyyy | Date left:       dd/mm/yyyy |
| Name and Address of School/ Employer    Postcode  Telephone Number | Current Salary + any additional payments |
| Reason for Leaving |
| Notice required to present Employer |
| National Insurance No: | Can we contact you at work?  Yes  No |

**DETAILS OF ALL PREVIOUS EMPLOYMENT** – Please complete in chronological order with the most recent first.

Enter details of *all* your work experience including periods of non-employment, unpaid, voluntary work and study.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Name and Full Address of Employer | Details and Nature of Work/Activity  Giving Grade and Salary if applicable | Dates | | Reason for leaving |
|  |  | From  (dd/mm/yy) | To  (dd/mm/yy) |  |
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**DETAILS OF EDUCATION AND QUALIFICATIONS**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Details of educational history – most recent first. Please list all schools, colleges, universities etc, which you have attended. | Course Studies | Qualifications level (if obtained) | Dates | |
|  |  |  | From  (dd/mm/yy) | To  (dd/mm/yy) |
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| Please attach additional sheets if necessary. You will be asked to provide original proof of relevant qualifications if you are interviewed. | | | | |

**OTHER COURSES / TRAINING UNDERTAKEN (WHICH ARE RELEVANT TO THIS JOB APPLICATION)**

|  |  |  |
| --- | --- | --- |
| Course/Training | Date (dd/mm/yy) | Organising Body |
|  |  |  |

**REFERENCES**

**DETAILS OF PEOPLE WHO MAY BE CONTACTED FOR REFERENCES – INCLUDING PRESENT EMPLOYER**

If you have not been employed before, give details of teachers/lecturers or others who know you well enough to comment on your ability to do the job. Friends and relatives must not be used**.**

|  |  |
| --- | --- |
| Full name of present or most recent employer |  |
| Address  Postcode | Telephone |
| E-mail |

May we contact your present/most recent employer for a reference straight away?

Yes  No

Please note: If NO, it is our practice that references are sought once a candidate is shortlisted. Therefore, would you like us to notify you beforehand?

Yes please  No, that is not necessary

|  |  |
| --- | --- |
| Other referee (preferably another employer) |  |
| Address  Postcode | Telephone |
| E-mail |
| Fax |
| Capacity in which known to you | Daytime Tel No. |

**Please note:** We reserve the right to approach **any** of your previous employers for references if necessary.

**DISABILITY ADJUSTMENTS**

Do you require any additional assistance from us in order to be able to attend the selection process (special parking, ground floor venue, sign language interpreter, large print, wheelchair access, etc.)

Yes  No

If yes, please give details

**DISCLOSURE OF CRIMINAL AND CHILD PROTECTION MATTERS**

The School is required, by law, to operate a checking procedure for employees who access to children and young people.

Please confirm if you have ever been the subject of any child protection concern, either in your work or personal life, or been the subject of, or involved in, any disciplinary action in relation to child protection, including any which are time expired.

Yes  No

If yes, please give details on the Self Disclosure Form

**DISQUALIFICATION OR PROHIBITION FROM WORKING WITH CHILDREN**

By checking this box, I hereby confirm that I am not disqualified or prohibited from working with children and/or have information held about me under section 142 of the Education Act 2002 (formerly known as inclusion on the DfE List 99). I understand that, if I am appointed to the post, the School will carry out a check for this and if it is discovered that I am prohibited then the offer of employment will be withdrawn.

In the event of a successful application, an offer of employment may be made to you which is conditional upon receipt of a satisfactory Enhanced Disclosure and Barring Check in relation to criminal and child protection matters. **Please note that a conviction will not necessarily be a bar to obtaining employment.**

**REHABILITATION OF OFFENDERS ACT 1974**

If you have been convicted of a disclosable criminal offence, the details must be disclosed on the document titled “SELF DISCLOSURE FORM”, along with details of any cautions, warnings, reprimands or any criminal convictions/criminal actions /court hearings that are pending against you.

If you do not have any disclosable information, then please indicate this in the relevant section of the Form.

The Self Disclosure Form must be submitted in a sealed envelope if applying in writing, or sent as a separate attachment to your application form, if applying electronically. The envelope or attachment should be marked as “CONFIDENTIAL – SELF DISCLOSURE FORM – [YOUR NAME]”.

**DISCIPLINARY RECORD**

If you have ever been the subject of any disciplinary investigation and/or sanction by an organisation due to concerns about your behaviour towards children details must be disclosed in the appropriate section of the document titled “SELF DISCLOSURE FORM”

**DBS DISCLOSURE**

The Disclosure and Barring Service, an executive agency of the Home Office, helps employers check records, which were previously held by the police, the Department of Health and the Department for Education.

A check as to the existence and content of a criminal record may be requested from the Disclosure and Barring Service after a person has been selected for appointment to this post. Refusal to agree to a check being made could disqualify you from being considered for the appointment.

Different levels of disclosure can be provided, according to the type of work applied for.

The job for which you have applied necessitates an Enhanced disclosure.

Enhanced disclosures are for positions which have contact with children or vulnerable adults or work in a “specified place”. They contain details of all convictions, cautions, reprimands or warnings on record.

By checking this box, I hereby confirm that I agree, if I am selected for the appointment, to a check being made on any criminal record applicable to me. I am aware that such information as appropriate for Enhanced Disclosures will be made available.

DBS UPDATE SERVICE

If you use the DBS Update Service please confirm so by checking this box

**IMMIGRATION, ASYLUM AND NATIONALITY ACT 2006**

The Governing Board will require you to provide documentary evidence of your entitlement to undertake the position applied for and/or your ongoing entitlement to live and work in the UK, in accordance with the Immigration, Asylum and Nationality Act 2006.

**By checking the box, I hereby confirm that I am legally entitled to work in the UK and that I will provide documentary evidence of this entitlement when requested.**

By checking this box, I hereby give my consent for personal information (including recruitment monitoring data) provided as part of this application to be held on computer or other relevant filing systems and to be shared with other accredited organisations or agencies, in accordance with the Data Protection Act 2018 and the General Data Protection Regulation.

If you decline to give your consent as requested above the School/LA will be unable to consider your application for employment.

**DRIVING LICENCE DETAILS**

*Only answer if a car driving licence and/or use of a car is a requirement of this post*

Do you hold a current, full, valid driving licence? Yes  No

If required would you be prepared to provide a car for work use? Yes  No

**PERSONAL RELATIONSHIPS**

Do you have a personal/family relationship with anyone likely to be involved in the selection process for this post such as a school governor or with a Councillor or Senior Officer of Croydon Council?

Yes No

If Yes, please give name(s) of relevant person(s) and the relationship(s).

By checking this box, I understand that seeking to unfairly influence any Councillor, governor or employee of the School/ Croydon Council school will make my application unacceptable.

SELF DISCLOSURE FORM

Gresham Primary School is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974; pre-employment checks will be carried out, references will be sought and successful candidates will be subject to an enhanced DBS check and other relevant checks with statutory bodies.

This form is supplementary to the Application Form. You are being asked to complete it because you have been shortlisted. Please return this disclosure to the school at least one day prior to interview. If we have not received this, we reserve the right to withdraw the offer of interview

**Guidance**

In accordance with statutory requirements certain pre-employment checks are conducted for positions that involve work with vulnerable groups, specifically children and vulnerable adults.

The information obtained from these checks is used to help safeguard these groups. It will not be used to discriminate unfairly against those who disclose something which we consider unrelated to working with vulnerable groups.

**Having a criminal record will not automatically bar you from employment.**

We comply with the Disclosure & Barring Service (DBS) code of practice and have a written policy on the recruitment of ex-offenders, both of which are available on request. As you have been shortlisted for a position that gives you privileged access to vulnerable groups, you are required to declare any relevant convictions, adult cautions or other matters which may affect your suitability to work with children. This may include driving offences.

As a result of amendments to the Rehabilitation of Offenders Act 1974 (exceptions order 1975) in 2013 and 2020, some minor offences are now protected (filtered) and should not be disclosed to potential employers, and employers cannot take these offences into account.

Please read the guidance on the filtering of “protected” convictions and cautions before completing this form. It can be accessed at:

[https://hub.unlock.org.uk/knowledgebase/filtering-cautions-convictions/](https://hub.unlock.org.uk/knowledgebase/filtering-cautions-convictions/%20%20)

If you are unsure whether you need to disclose criminal information, you should seek legal advice or you may wish to contact Nacro or Unlock for impartial advice. There is more information on filtering and protected offences on the Ministry of Justice website.

Nacro - <https://www.nacro.org.uk/criminal-record-support-service>

Unlock – <http://hub.unlock.org.uk>

|  |  |
| --- | --- |
| 1 | Do you have any convictions or adult cautions that are unspent?  Yes/No  **If yes, please provide details in the table below.** |
| 2 | Do you have any other cautions or convictions that would not be filtered?  Yes/No  **If yes, please provide details in the table below.** |
| 3 | Do you have any cautions or convictions for offences committed in another country which would be relevant to your suitability for his post in line with the law in England/Wales?  Yes/No  **If yes, please provide details in the table below.** |
| 4 | Are you known to the police or children’s social care for any reason that could affect your suitability for this post?  Yes/No  **If yes, please provide details in the table below.** |
| 5 | Have you have ever been the subject of any child protection concern, either in your work or personal life, or been the subject of, or involved in, any disciplinary action in relation to child protection, including any which are time expired?  Yes/No  **If yes, please provide details in the table below.** |
| 6 | Have you been the subject of any disciplinary investigation and/or sanction by an organisation due to concerns about your behaviour towards children?  Yes/No  **If yes, please provide details in the table below.** |
| 7 | Are you included on the DBS children’s barred list?  Yes/No/Not applicable  **If yes, please provide details in the table below.** |
| 8. | Are you, or have you ever been, prohibited from teaching by the TRA or NCTL or sanctioned by the GTCE?  Yes/No/Not applicable  **If yes, please provide details in the table below.** |
| 9. | Have you lived or worked outside the UK for more than 3 months in the last 5 years  Yes/No  **If yes, please provide details in the table below.** |
| 10. | Are you subject to sanctions relating to working with children in any country outside of the UK?  Yes/No  **If yes, please provide details in the table below.** |

Full Name:       Previous Name (if any):

Date of Birth:      National Insurance Number:

Post Applied for:

Dfe Teacher Reference Number (if applicable):

Date of Recognition as a qualified teacher (if applicable):

**Important notes**:

* Failure to disclose any disclosable criminal convictions could lead either to your application being rejected or, if you are appointed, to dismissal if it is subsequently discovered that you have had any criminal convictions.
* It is a criminal offence to apply for a position working with children if you are excluded from doing so.

**DECLARATION**

I declare that all the information I have provided in this disclosure is full and correct at the time of application and that I have not omitted anything that could be relevant to the appointment of someone who will work with children. I understand that the recruitment panel may be made aware of any relevant information that I have disclosed in order to discuss the matter(s) with me as part of the recruitment process and that, if my application is successful, a risk assessment of the disclosed information will be held securely on my personnel file. I understand that the declaration of a criminal record will not necessarily prevent me from being offered this role.

SIGNATURE :

DATE :

**DATA PROTECTION**

I hereby give my consent for the information provided on this form to be held on computer or other relevant filing systems and to be shared with other accredited organisations or agencies as detailed in the School’s Privacy Notice”.

SIGNATURE :

DATE :

**Details of adult cautions, convictions, final warnings, reprimands, or pending hearings**



**DECLARATION**

**General Data Protection Regulation and Data Protection Act 2018:**

The personal information submitted by you on this application form and in any accompanying documents will be used by the School and any other person it appoints to assist, for the purpose of appointing to the job applied for and to monitor the effectiveness, efficiency and fairness of the selection process. The information may also be used in internal proceedings to consider a complaint about the selection process and/or to defend the School against a legal challenge to the fairness of the selection process from any interested party. If you are successful, all the data gathered in the recruitment process will be transferred to your personal file and retained during the time of your employment. If you are unsuccessful, we will destroy all the recruitment and selection data about you after a maximum period of 12 months. The only exception to this would occur were we to fill a post with a migrant worker, in which case, we will retain unsuccessful recruitment paperwork for the duration of the employment of the migrant worker. This is a statutory requirement under UKVA legislation.

The information supplied by you will also be subject to verification and we may need to contact people and/or organisations to confirm some of the facts contained in your application, e.g. referees, previous employers, educational establishments, examination bodies, etc.

Our Recruitment Privacy Notice has more information about how we use your data in the recruitment process.

I have read the above statement and consent to the personal data submitted with this job application being used for the purposes described. The school is under a duty to protect the public funds and 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 administering public funds solely for these purposes.

**Please sign the statement below indicating your consent to the information being held, used and verified as described above.**

**If you decline to give your consent as requested above the school will be unable to consider your application for employment.**

I declare that to the best of my knowledge all parts of this form, attachments and additional sheets provided by me have been completed fully and are accurate. If I am appointed to the post, I understand that any major omission or inaccurate information relevant to my application could lead to the withdrawal of an offer of employment or even dismissal.

Providing false information is an offence and may result in this application being rejected. If such a discovery is made after you have been appointed, then you may be liable to be summarily dismissed. You may also be reported to the Teaching Regulation Agency (TRA) and/or the Police, if appropriate.

I acknowledge that it is my responsibility, if invited for interview, to disclose information to the panel which may affect my suitability and/or eligibility to work with children and/or vulnerable groups.

Providing false information is an offence and may result in this application being rejected. If such a discovery is made after you have been appointed, then you may be liable to be summarily dismissed. the Police, if appropriate.

I acknowledge that it is my responsibility, if invited for interview, to disclose information to the panel which may affect my suitability and/or eligibility to work with children and/or vulnerable groups.

By checking this box, I hereby confirm that, to the best of my knowledge, all parts of this form, attachments and additional sheets provided by me have been completed accurately and fully. If I am appointed to the post I understand that any major omission or inaccurate information relevant to my application could lead to the withdrawal of an offer of employment or even dismissal.

Name:

Signature:        (only if submitting hard copy)

Date:

**Please indicate how many additional sheets you have enclosed if submitting a hard copy.**

**Please remember as part of the application process, you must also:**

* **provide a written statement demonstrating how you meet the criteria of the**

**person specification**

* **submit the Equal Opportunities Monitoring Form**