



**WILSTHORPE  
SCHOOL**

## **CANDIDATE PACK**





## WELCOME FROM THE HEADTEACHER

On the wall, when you first step through the main entrance at Wilsthorpe School, are some words that sum up what the school is about: "learning should be an inspirational journey, in a climate of dignity and respect". These two guiding principles – education focused on both academic rigour and positive regard for each other – are at the heart of the Wilsthorpe family. Students and staff alike talk about "excellence in learning" and "relationships first". Wilsthorpe is a school that takes academic success seriously, but always alongside empathy, character and kindness.

In 2018, the Wilsthorpe community moved out of a sprawling, dilapidated building into state-of-the-art facilities. This has given curriculum areas ownership of teaching spaces and has given teachers ownership of their individual classrooms. The school was identified by the government in 2021 as one of the first 50 schools to benefit from an investment of £1 billion over the coming years, to transform the final sections of the site, so that our students have access to the very latest resources. In spite of this leap forward in the school's facilities, what hasn't changed is the school's emphasis on those two key tenets of a great education: "excellence in learning" and "relationships first".

The school was originally a Business and Enterprise College, but now boasts a broad curriculum with a strong core of Maths, English and Science at its heart, alongside genuine sporting excellence, very high levels of participation in the Arts and D&T, and a growing Languages department. Amongst the 1,140 students, the Humanities subjects are notably popular at both GCSE and A Level, as well as a range of IT and Computing qualifications. As part of The Two Counties Trust, the school is now part of a wider family of schools and academies, offering exceptional opportunities for professional development and sharing common values of "Ambition, Teamwork and Honesty".

The school community is particularly proud of its Sixth Form, which in recent years has achieved the highest value-added scores of any local state provider. The curriculum in Years 12-13 is sufficiently broad to cater for student interests and aspirations, alongside small-group teaching and personalised care and guidance. The school is heavily oversubscribed across all year groups, with a record 500 applications for 210 places in Year 7 in September 2022.

Looking to the future, the same things that have brought about transformational progress over the past 10 years – a passion for learning alongside supportive relationships – will take the school towards becoming the outstanding institution its students deserve. At its last inspection, OFSTED commented, "This is a highly motivated, positive and caring school community" and "Pupils behave in an exemplary fashion". Both OFSTED and the students themselves describe Wilsthorpe as "a second family". Wilsthorpe is indeed a place where staff and students alike can flourish.

If you haven't already, I recommend that you visit the school and see us in action. We are always happy to meet prospective applicants and to talk openly and honestly about the school and the post on offer.

**DEREK HOBBS**  
**HEADTEACHER**





## WHO ARE WE?

Wilsthorpe School is based in Long Eaton and the school has the motto 'Be the Best you can Be.' Wilsthorpe has:



**1,150**

1,150 students  
on roll



**120**

120 members  
of staff



**16**

has a post 16  
study programme



## THE FOLLOWING COMMENTS WERE NOTED AT OUR LAST OFSTED INSPECTION IN 2020:

"This is a highly motivated, positive and caring school community."

"Pupils value their school highly."

"Pupils behave in an exemplary fashion. They are civil and respectful to each other and to staff."

"An ethos of vigilance, care and support is evident throughout the school. Pupils praise the guidance and nurturing that they receive. They said that this helps them to feel safe. Pupils said that the school is like an 'extended family'."

"This is a good school with outstanding leadership."

## THE FOLLOWING COMMENTS WERE MADE BY OUR TEAM IN OUR LATEST ANNUAL WELLBEING SURVEY:

"I believe that wellbeing is taken seriously and I am made aware that help and support is there if required."

"I love working at Wilsthorpe."

"I appreciate the work that has been done to reduce marking load and the consistency around the school for students."

# WILSTHORPE SCHOOL IS PROUD TO BE A MEMBER OF THE TWO COUNTIES TRUST

## WHO ARE WE?

We are a medium sized Trust based in the Nottinghamshire and Derbyshire area.



**11,000**

We are the Trust of choice for over 11,000 students



**1,500**

The employer of choice for 1,500 employees.



## WHY DO WE EXIST?

To provide our students with opportunities and experiences to enhance their life choices, making a positive contribution to the world we share.

### HOW WILL WE SUCCEED

By creating a healthy organisation, free from politics and confusion through clarity following the empowered to lead operating model.

By crafting and implementing a high-value curriculum which is knowledge rich to allow meaningful application of skills.

By building a compelling school culture built on strong professional relationships where all can achieve.

By putting people first through high impact professional development and instructional coaching.

### HOW DO WE BEHAVE



#### AMBITION

We maximise our potential through striving for excellence.



#### TEAMWORK

We give 100% effort, displaying kindness and humility for the benefit of all.



#### HONESTY

We are respectfully open about our successes and areas for growth.

## WE ARE DETERMINED TO:

Ensure all our schools are at least good within three years of joining the Trust, and most schools to be judged outstanding.

Ensure priority students make at least the same progress as all students nationally.

Be consistently in the top 20 highest performing MATs nationally for student outcomes.

Be the Trust of choice for students, families and staff.



## WHY YOU SHOULD JOIN WILSTHORPE SCHOOL, A MEMBER OF THE TWO COUNTIES TRUST

Alongside the chance to make a difference to our schools and therefore students' life choices, there are many great reasons to choose Wilsthorpe School, a member of The Two Counties Trust, as a great place to continue your career.

We recognise the importance of a happy, healthy, rewarded, and motivated workforce and as such we have developed our HR strategy to invest in our employees.

We aim to support your career and personal development through a range of routes and offer extensive Professional Development for all employees. We are an organisation where you can make a difference, we live and breathe our values and work together for the benefit of our students, colleagues and the community.

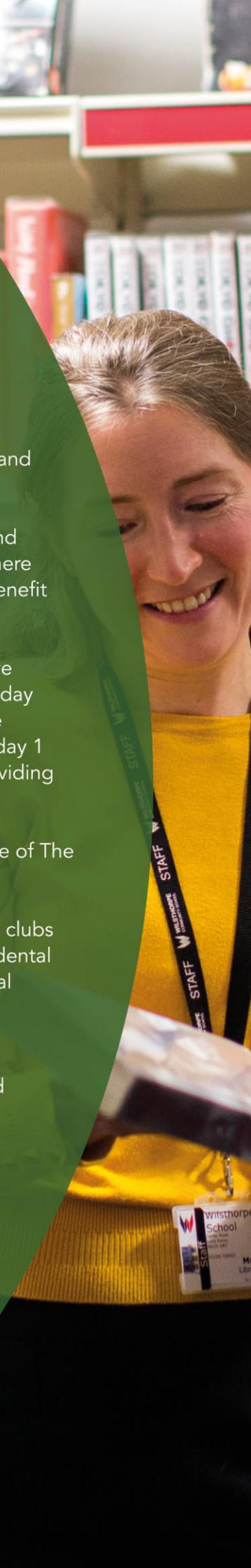
We take the wellbeing and mental health of our employees seriously, that's why we have signed up to the Education Staff Wellbeing Charter. We recognise that balancing everyday life and work can sometimes create pressures and in order to support all employees we provide everyone with access to an enhanced Employee Assistance Programme from day 1 of employment. This scheme helps you and your family manage events and issues, providing access to confidential advice on health, family, money matters, work and much more.

There are also an extensive range of benefits that are accessible to you as an employee of The Two Counties Trust.

For your health and welfare we offer discounted gym membership to over 3,400 health clubs whilst Dental and Health Care plans offer you a range of benefits including worldwide dental cover, optical care, diagnostic consultation, and therapy plus a voluntary Private Medical Insurance scheme.

Our retail benefit scheme is designed to ensure that your pay goes that bit further. We offer great personal car leasing deals through our affinity scheme with Arnold Clark and extensive savings can be made through our Salary Extras scheme. This scheme saves you money on every day essentials, travel, gifts, fashion, going out and electronics providing you with access to a range of offers and discounts which are not available on the high street.

These benefits run alongside other elements of our total reward package including access to the Teachers' Pension Scheme or Local Government Pension Scheme (depending on your role), enhanced family friendly leave and pay arrangements, free car parking, a cycle to work scheme, the opportunity to request flexible working and most importantly a friendly, professional working environment.



## Assistant Headteacher: Behaviour, Attitudes and Personal Development Wilsthorpe School

<b>Grade and Salary</b>	L11 - L15 £57,354 - £63,177 per annum
<b>Working pattern</b>	Full Time
<b>Contract term</b>	Permanent

### The School:

Wilsthorpe School is a high-performing academy that is well on the path to becoming an outstanding school. Everyone in the school believes in our journey of improvement and shares common goals. Strong relationships exist between students and staff which are open, warm, and friendly and these relationships have led to excellent attitudes to learning.

### The role:

Our ideal candidate will be a successful leader within the secondary education sector who can demonstrate experience and impact of delivering a positive change in behaviour and routines. As an individual, you will possess the skills to guide and develop others to emulate your good practice.

Assistant Headteachers hold an important role in our school, providing leadership to an area to ensure that the highest possible standard of educational provision is achieved in an atmosphere of high expectations and respectful relationships.

### The person:

Wilsthorpe School are seeking to appoint a senior leader who sets high professional standards for themselves and others through their actions, has a clear vision and moral purpose, and who will work collaboratively with colleagues to further improve standards at the school.

### Why join us?

This Trust has a forward-thinking HR strategy with all the professional benefits that this brings for staff. The school is reached by public transport, and for those who drive, there is a large free staff carpark. We have some excellent facilities for staff and our students really want to learn and achieve.

### We offer:

- Highly competitive pay and pay progression opportunities.
- An array of employee benefits and lifestyle options including discounted healthcare, gym membership and extensive high street retail discounts.
- Entry to a career average pension scheme.
- A full induction and a strong commitment to your professional development and career.
- Opportunities to experience and share practice in our partner schools across the Trust.
- A stimulating, supportive and rewarding working environment with a dedicated team of like-minded professionals.
- Excellent opportunities to develop your skills and experience and to progress your career.
- We take the wellbeing and health of employees seriously. We have a range of support mechanisms and benefits available to employees and the Trust has signed up to the Education Staff Wellbeing Charter.

**The closing date for applications is: Monday 6 February at 12.00pm.**

**Interviews likely to be held during the week commencing 13 February 2023.**

*It is an offence to apply for this role if you are barred from engaging in Regulated Activity relevant to children.*

*We are committed to safeguarding and promoting the welfare of children and young people. An offer of employment will be subject to the receipt of a satisfactory enhanced level DBS disclosure with a children's barred list check, two satisfactory references and successful completion of vetting procedures.*

*In accordance with the statutory guidance Keeping Children Safe in Education (KCSIE), an online search will be conducted as part of due diligence on shortlisted candidates.*

*We are committed to recruiting and retaining a diverse workforce and candidates with a disability who meet the essential job criteria will be given an opportunity to demonstrate their abilities at interview.*



## JOB PROFILE

<b>Job title</b>	Assistant Headteacher: Behaviour, Attitudes and Personal Development
<b>Responsible to:</b>	Headteacher
<b>Salary / Grade:</b>	L11 - L15 £57,354 - £63,177 per annum
<b>Working Pattern</b>	Full time
<b>Core purpose:</b>	<p>To carry out the duties of a Teacher in accordance with the School Teachers' Pay and Conditions Document and other relevant statutory provisions.</p> <p>To provide outstanding leadership across established whole school responsibilities. The specific responsibilities of this post holder will be agreed at appointment stage.</p> <p>To implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum to designated students, incorporating National Curriculum requirements and in line with curriculum policy.</p> <p>To work towards and promote the vision and the aims outlined in the School Improvement Plan.</p>

### Corporate responsibilities:

- To ensure that the responsibilities of the role are carried out in a way that reflects the vision and values of the Trust.
- To be aware of and observe all policies, procedures, working practices and regulations, and in particular to comply with policies relating to Child Protection, Equal Opportunities, Health and Safety, Confidentiality, Data Protection and Financial Regulations, reporting any concerns to an appropriate person.
- To uphold our commitment to safeguarding and to promote the wellbeing of children.
- To contribute to a culture of continuous improvement.
- To comply with all reasonable management requests.

### Assistant Headteacher : Behaviour, Attitudes and Personal Development responsibilities

- To work as part of a team of senior leaders to lead and manage pastoral care in the broadest sense across the whole school.
- To work alongside senior colleagues to provide leadership to systems in school, in order to ensure the highest standards of student safeguarding, behaviour, attitudes to learning, personal development, attendance and punctuality.
- To work as an integral part of a team of senior leaders, Progress Managers and support staff to oversee the successful implementation and monitoring of the behaviour policy in school.
- To work closely with colleagues to effectively manage student safeguarding, behaviour and wellbeing, providing professional development where required.
- To encourage students' engagement with the education process by supporting behaviour for learning.
- To work with senior leaders and other colleagues to oversee the analysis of behaviour, attitudinal and attendance data and action plan accordingly.
- The work with senior leaders to ensure high levels of parent engagement.



- To ensure the highest professional standards are maintained in communication with parents and agencies.
- To develop and implement local, plans, targets, practices and procedures related to behaviour management and student wellbeing.
- To support the school with the implementation of a graduated response.

**The Leadership Team at Wilsthorpe School collectively has the following key functions:**

- To provide leadership and direction for the school in line with the school vision so that the highest possible standard of educational provision is achieved in an atmosphere of high expectations and respectful relationships.
- To promote a climate of continuous improvement and initiative in all areas of the school.
- To ensure that students' well-being and achievement is at the heart of decision-making.
- To monitor and evaluate all aspects of the school.
- To formulate policy and involve staff in planning and decision-making.
- To respond to local and national initiatives.
- To develop with students and staff a positive climate for learning.
- To develop effective teams that are able to work together to achieve common aims.
- To lead by example in terms of expectations, discipline and support for colleagues.

**The following are generic responsibilities for all members of the Senior Leadership Team:**

- To share the day to day issues of school management, including student management, contact with parents and other agencies.
- To ensure effective communication with staff and be responsive to staff concerns.
- To work with Curriculum Area Leaders and Progress Managers to raise standards through monitoring and evaluation, including lesson observations and the setting of appropriate targets for improvement.
- To lead elements of the appraisal cycle and line management of middle leaders within the school.
- To support Curriculum Area Leaders in devising and implementing appropriate strategies for improving the quality of teaching and learning.
- To lead school assemblies as required.
- To provide a proactive visible presence around the school at breaks and lunchtimes.
- To carry out specific tasks and projects as required from time to time as a result of school or Trust wide initiatives.
- To provide highly visible and effective leadership.
- Ensuring all student records kept as appropriate.
- To keep up to date with all national educational developments related to this post and developing links with other colleagues, schools, bodies, agencies etc. as appropriate to create a network of contacts and support to enhance the role.
- To represent the school at relevant meetings.
- To be a consistently good/outstanding teacher.

### **Expectations of all teachers:**

Teachers within the Two Counties Trust ensure that the education of students is their first concern and are accountable for maintaining high standards of professional conduct.

Our teachers are expected to:

- Set high expectations which inspire, motivate and challenge students to fulfil their potential.
- Demonstrate consistently high standards of personal and professional conduct.
- Ensure that students are offered engaging and high-quality learning opportunities.
- Facilitate, support and monitor the progress and development of students.
- Demonstrate good, current subject and curriculum knowledge.
- Plan and teach well-structured lessons.
- Adapt teaching to respond to the strengths and needs of all students.
- Make accurate and productive use of assessment.
- Treat students with dignity, building relationships which are rooted in mutual respect, observing proper boundaries as appropriate to their professional role.
- Have regard for the need to safeguard students' well-being, in accordance with statutory provisions.
- Show tolerance of and respect for others.
- Have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.
- Manage behaviour effectively in order to maintain a good and safe learning environment.
- Actively engage with performance improvement and undertake professional development activities to enhance self and job performance.

### **Teaching & Learning responsibilities:**

Our teachers are expected to:

- Plan, teach and evaluate lessons, ensuring that the learning experience for all students is well matched to their educational needs.
- Create a stimulating environment for teaching and learning using a variety of methods which are appropriate to students' learning styles and the varying demands of curriculum.
- Deliver a high-quality learning experience that meets internal and external quality standards.
- Assess, record and report on the attendance, progress, development and attainment of students.
- Provide set targets for students and provide feedback, ensuring students know how best to improve, maintaining accurate and relevant records as required.
- Maintain a positive, conducive and safe learning environment, being aware of and responding to any health and safety issues.
- Encourage high standards in punctuality and presentation of work.
- Set high expectations for students' behaviour and maintain a good standard of discipline through well focused teaching, fostering positive relationships and implementing the behaviour policy.
- Use ICT appropriately and creatively to support effective learning.
- Consistently apply and support the development of policies which enable effective learning and inclusion.



### **Working with others:**

Our teachers are expected to:

- Form professional and co-operative working relationships with colleagues.
- Share knowledge and expertise concerning the content, teaching strategies and learning activities that represent good practice in the relevant curriculum area(s).
- Support colleagues in the formulation of appropriate methods of assessment and recording for their curriculum area.
- Trial materials, strategies and interventions related to the subject and sharing these, and their outcomes, with colleagues in staff meetings.
- Work with parents and carers as partners in order to raise standards and achievement.

### **Other Duties relevant to the role:**

Our teachers are expected to:

- Support and adhere to all quality assurance procedures.
- Maintain accurate records which identify and monitor the progress of all students.
- Communicate effectively with parents of students and with persons or bodies who are concerned with the welfare of students, after consultation with appropriate staff.
- Contribute to the personal, social, health, citizenship and enterprise education of students according to the agreed policy.
- Carry out a share of supervisory duties in accordance with published rosters.
- Participate in appropriate meetings with staff and parents as defined by the annual calendar.

### **Notes:**

This document is an overview of the role. The responsibilities will include but will not be limited to those listed above and it is anticipated that the role will evolve over time and as such the duties may change.

This document does not form part of the contract of employment.

This post will have regular contact with children and as such a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS) with a Children's Barred List Check is required as a condition of employment.

In accordance with the statutory guidance Keeping Children Safe in Education (KCSIE), an online search will be conducted as part of due diligence on shortlisted candidates to identify incidents or issues that may have happened, and which are publicly available online, which we may need to explore with shortlisted candidates.

A check will also be completed of current prohibitions, restrictions, sanctions or those who have failed induction through Teacher Services which may prevent teachers from working in this role with satisfactory clearance required as a condition of employment.

*It is an offence to apply for this role if you are barred from engaging in Regulated Activity relevant to children.*

This post, as it is a management position, will also require a satisfactory Section 128 check.

## **Our Mission:**

*Why do we exist?* To provide our students with opportunities and experiences to enhance their life choices, making a positive contribution to the world we share.

## **Our values:**

*How do we behave?*

<b>Ambition:</b>	we maximise our potential through striving for excellence.
<b>Teamwork:</b>	we give 100% effort, displaying kindness and humility for the benefit of all.
<b>Honesty:</b>	we are respectfully open about our successes and areas for growth

## **Our strategic anchors:**

- Create a healthy organisation, free from politics and confusion through clarity following the empowered to lead operating model.
- Build a compelling school culture built on strong professional relationship where all can achieve.
- Craft and implement a high-value curriculum which is knowledge rich to allow meaningful application of skills.
- Put people first through high impact professional development and instructional coaching.



# PERSON SPECIFICATION

Role: Assistant Headteacher: Behaviour, Attitudes and Personal Development		E/D	A	I
<b>Qualifications and Training</b>				
1	Qualified Teacher Status.	E	✓	
2	Degree in a relevant subject.	D	✓	
3	Evidence of continuing professional development.	E	✓	
<b>Experience</b>				
4	Experience of middle leadership within a school setting	E	✓	✓
5	Experience of leading significant teams of staff, cohorts of students and whole-school initiatives	D	✓	✓
6	Relevant teaching experience in secondary education, either through a training programme or current post.	E	✓	✓
7	Experience of using data to inform planning, target setting and to secure improvements.	E	✓	✓
8	Experience of implementing successful behaviour strategies which have had positive impact.	E	✓	✓
<b>Knowledge and understanding</b>				
9	Excellent up to date knowledge and passion for the curriculum area.	E	✓	✓
10	An understanding of safeguarding issues and promoting the welfare of children.	E	✓	✓
11	Up to date knowledge of the National Curriculum including performance measures.	E	✓	✓
12	Knowledge of effective behaviour strategies.	E	✓	✓
13	Clear understanding of successful strategies for raising achievement.	E	✓	✓
14	Full understanding of the Teacher Standards.	E	✓	✓
15	Good knowledge of pedagogy, how students learn and teaching styles.	E	✓	✓
16	Understanding and commitment to inclusive education.	E	✓	✓
17	An understanding of the mission and values of the Trust.	E	✓	✓
<b>Skills and abilities</b>				
18	Ability to form and maintain appropriate professional boundaries with children.	E	✓	✓
19	The ability to lead, motivate and develop people to achieve organisational goals	E	✓	✓
20	Ability to reflect on and improve practice to increase student achievement.	E	✓	✓
21	Ability to communicate effectively with students' and parents.	E		✓

<b>22</b>	Flexible and imaginative with the ability to solve problems creatively.	E		✓
<b>23</b>	Good IT skills with the confidence to exploit new technology.	E	✓	✓
<b>24</b>	Ability to deploy effective and systematic approaches to behaviour management.	E	✓	✓
<b>25</b>	Ability to create the right climate for learning which inspires students to achieve.	E		✓

#### Personal attributes

<b>26</b>	Demonstrate resilience, motivation and commitment to raising standards.	E		✓
<b>27</b>	A strong and supportive team player.	E		✓
<b>28</b>	Personal presence and confidence.	E		✓
<b>29</b>	Passion and belief in the potential of every student.	E		✓
<b>30</b>	Sensitive to the needs of young people with high levels of emotional intelligence.	E		✓
<b>31</b>	Able to work on own initiative and well organised.	E		

#### Other

<b>32</b>	A commitment to uphold and promote equality of opportunity	E	✓	✓
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**KEY**

**E**  
**D**

Essential  
Desirable

**A**  
**I**

Assessed by Application Form  
Assessed by Interview



## HOW TO APPLY

TES is our recruitment platform so please go to [www.tes.com/jobs](https://www.tes.com/jobs) to apply for this role online.

If you do not wish to apply online you can download an application form from this link and then email your application to [HR-Team@ttct.co.uk](mailto:HR-Team@ttct.co.uk).

Please ensure that you set out in your application on no more than 2 sides of A4, why your experience and ambition is a good fit for the role of Assistant Headteacher: Behaviour, Attitudes and Personal Development within Wilsthorpe School.

In order to comply with Safeguarding requirements, you must complete either an application form or apply online via TES. We cannot accept a Curriculum Vitae as an application for this post.

Please note that we receive a large number of applications and so unfortunately cannot provide feedback to everyone. If you have not been contacted within four weeks of the closing date you should assume that your application has not been successful on this occasion.

**Applications must arrive by Monday 6 February 2023 at 12.00pm**

**Interviews will be held during week commencing 13 February 2023**

# TOP TIPS FOR A SUCCESSFUL APPLICATION

Here are our top tips to help your application stand out and give you the best chance of getting shortlisted for an interview.

## **1. Always read the job profile.**

The job profile includes details of the responsibilities of the role and the essential and desirable criteria we are looking for in the person specification. This list of criteria is what we will use to put together our shortlist, the more essential and desirable criteria you meet, the more likely you are to be invited for an interview. Make sure to read what we are looking for, and then highlight which points you meet when completing your application.

## **2. Complete as much detail as possible.**

We get many applications where some of the information is missing. We understand applications can be a lengthy process, but poorly completed applications give the impression that little effort has been made by the applicant. There also may be vital information missing that we need when making our selection decision. It is important to make sure your details are accurate, up to date and your employment dates are correct. When going over your work history, make sure you mention any relevant experience you gained from those roles and do not leave gaps in your employment history. Where there are genuine gaps, you must address these.

## **3. Make sure your supporting statement is well constructed.**

Your supporting statement is your chance to show how you meet our person specification, so make sure you have the job profile document available to refer back to. This section is where you can really sell yourself and tell us anything that is relevant to the role you are applying for, and to highlight anything that will make your application stand out. Please ensure your supporting statement is focussed and should normally not extend beyond two sides of A4.

## **4. Proofread your application before submission.**

Once your application is complete and ready to submit, do one final read over to check for any mistakes and to make sure you are happy with all the information you have provided. Perhaps do one more check over the person specification and make sure you have demonstrated how you meet the criteria including examples where appropriate.

## **5. Be truthful!**

While you want to highlight all the experience you do have, be careful not to exaggerate your work history. This may get you an interview, but may not get you any further than that. Also be honest about what grades you received from your education history, as we will ask to see proof of qualifications.

## **6. References.**

We ask all applicants to provide the details of two people who will act for you as a referee. Please ensure one of them is your current/most recent employer and the other is from your most recent employment prior to this. If you do not have two employment referees, for example if you have just left school or university, you should use the course leader as your referee.

Your employment referee should not be a colleague but, the name of the most senior person who can provide a reference on behalf of the organisation. If you are currently working at a school the Headteacher must be cited as your referee. Make sure to provide all the relevant information; name of the person, what role they hold, in what capacity they know you and their email address. There is a tick box for you to let us know if you are happy for us to contact that referee before interview. We will never contact someone you do not give us permission to contact before interview. Once you have been offered a role, we will still wait for you to give us permission to contact that referee. Please note that any job offer is conditional upon receipt of two satisfactory references.

### **Equal Opportunities Monitoring**

The Trust is committed to providing equality of opportunity to all candidates. As part of our application process we ask you to complete a separate equal opportunities monitoring form. This form is never shared with hiring managers and it will in no way affect your application. This information is collected for the Human Resources department to review statistics on who is applying for our jobs, and what we can do to attract a more diverse workforce.

We also want to identify anyone who may need adjustments to enable them to have a fair chance at the interview stage.

The Two Counties Trust is a Disability Confident Employer, amongst other things, this means that if you declare you have a disability and you meet all of our essential criteria (available in the person specification document) you should be offered an interview.

Please note that the Trust is committed to promoting and protecting the physical and mental health of all our employees.





# PRIVACY NOTICE

## 1. Introduction

- 1.1 When applying for a position in The Two Counties Trust, as an organisation we are the Data Controller. That means we have a statutory responsibility to explain how we collect, manage, use and store information about applicants.
- 1.2 You have a right to be informed how our Trust uses any personal data that we collect about you. This privacy notice, and our Data Protection Policy, explains our data usage when you apply for a job with us.

## 2. What information do we collect?

- 2.1 Personal data that we may collect, use, store and share (when appropriate) about you includes, but is not restricted to:
  - Name, address and contact details, including email address and telephone number
  - Copies of right to work documentation
  - References
  - Evidence of qualifications
  - Information about your current role, level of remuneration, including benefit entitlements
  - Employment records, including work history, job titles, training records and professional memberships
- 2.2 We may also request and collect, use, store and share (when appropriate) information about you that falls into "special categories" of more sensitive personal data. This includes, but is not restricted to:
  - Information about race, ethnicity, religious beliefs, sexual orientation and political opinions
  - Whether or not you have a disability for which we need to make reasonable adjustments during the recruitment process
  - Photographs and CCTV images captured in school
- 2.3 We may also collect, use, store and share (when appropriate) information about criminal convictions and offences.
- 2.4 We may also hold data about you that we have received from other organisations, including other schools and social services, and the Disclosure and Barring Service in respect of criminal offence data.
- 2.5 In accordance with the statutory guidance Keeping Children Safe in Education (KCSIE), an online search will be conducted as part of due diligence on shortlisted candidates with the information retained for the successful candidate.
- 2.6 We have statutory obligations that are set out in 'Keeping Children Safe in Education' and other guidance and regulations.

## 3. Why we use this data

- 3.1 The Trust needs to process data to take steps prior to entering into a contract with you.
- 3.2 The Trust needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.
- 3.3 The Trust has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows the Trust to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. The Trust may also need to process data from job applicants to respond to and defend against legal claims.
- 3.4 The Trust may process information about whether or not applicants are disabled to make reasonable adjustments for candidates who have a disability. This is to carry out our obligations and exercise specific rights in relation to employment.
- 3.5 Where the Trust processes other special categories of data, such as information about ethnic origin, sexual orientation, disability or religion or belief, this is for equal opportunities monitoring purposes.
- 3.6 The Trust is obliged to seek information about criminal convictions and offences. Where the Trust seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.
- 3.7 The Trust will not use your application data for any purpose other than the recruitment exercise for which you have applied.

## 4. How use the data

- 4.1 Your information may be shared within the Trust for the purposes of the recruitment exercise. This includes members of HR, shortlisting and interview panel members involved in the recruitment process (this may include external panel members). This also includes IT staff if access to the data is necessary for the performance of their roles.
- 4.2 The Trust will not share your data with third parties, unless your application for employment is successful and we make you an offer of employment. As well as circulating your application and related materials to the appropriate staff at our schools, we will share your personal information for the above purposes as relevant and necessary with:
  - Your referees.
  - The Disclosure & Barring Service (DBS) in order to administer relevant recruitment checks and procedures.
  - UK Visas & Immigration (UKVI) in order to administer relevant recruitment checks and procedures.
  - Where relevant and as required for some posts, the Teacher Regulation Authority
- 4.3 Where you have provided us with consent to use your data, you may withdraw this consent at any time. We will make this clear when requesting your consent and explain how you would go about withdrawing consent if you wish to do so.



## 5. Automated Decision Making and Profiling

- 5.1 We do not currently process any personal data through automated decision making or profiling. If this changes in the future, we will amend any relevant privacy notices in order to explain the processing to you, including your right to object to it.

## 6. Collecting data

- 6.1 As a Trust, we have a legal obligation to safeguard and protect our pupils, staff, volunteers and visitors. We collect the data for specific purposes.

## 7. What if you do not provide personal data?

- 7.1 You are under no statutory or contractual obligation to provide data to the Trust during the recruitment process. However, if you do not provide the information, the Trust may not be able to process your application properly, or at all.
- 7.2 Whenever we seek to collect information from you, we make it clear whether you must provide this information for us to process your application (and if so, what the possible consequences are of not complying), or whether you have a choice.
- 7.3 Most of the data we hold about you will come from you, but we may also hold data about you from:
- Local authorities
  - Government departments or agencies
  - Police forces, courts, tribunals

## 8. How we store data

- 8.1 The Trust takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.
- 8.2 We will dispose of your personal data securely when we no longer need it. We keep applicant data for a period of up to 6 months if an applicant is not successful.
- 8.3 Successful applicants who secure a position then come within the employee / workforce provisions.

## 9. Transferring data internationally

- 9.1 We do not share personal information internationally.

## 10. Your rights

- 10.1 You have a right to access and obtain a copy of your data on request;

You can:

- Require us to change incorrect or incomplete data;
  - Require us to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing; and
  - Object to the processing of your data where the Trust is relying on its legitimate interests as the legal grounds for processing.
- 10.2 If you would like to exercise any of these rights, please contact the Trust. If you believe that the Trust has not complied with your data protection rights, you can complain to the Information Commissioner.

## 11. Complaints

- 11.1 We take any complaints about our collection and use of personal information seriously.
- 11.2 Our complaints policy deals with the different stages of any complaint, and how this is managed within the Trust.
- 11.3 You can also contact our Data Protection Officer or contact the Information Commissioner's Office:
- Report a concern online at <https://ico.org.uk/make-a-complaint/>
- Call **0303 123 1113**
- Or write to: **Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF**

## 12. Contact us

- 12.1 If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact our Data Protection Officer. Our Data Protection Officer is: John Walker of J.A.Walker, Solicitor – [info@jawalker.co.uk](mailto:info@jawalker.co.uk)
- 12.2 However, our data protection lead has day-to-day responsibility for data protection issues in each of our academies.
- 12.3 If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact us via <http://www.twocountiestrust.co.uk/contact-us/>

## 13. General Data Protection Regulation

- 13.1 All data within this policy will be processed in line with the requirements and protections set out in the General Data Protection Regulation.



**WILSTHORPE  
SCHOOL**

## **CONTACT US**

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