**Wise Owl Trust – Application Form**

Thank you for your interest in Wise Owl Trust. The information you provide on this form will be used in accordance with the Data Protection Act 2018 and retained for six months from the closing date. The application form of the successful candidate will form part of their employee file and may be used for a number of employment related purposes. Please note:

* CVs will not be accepted
* All sections of the form must be completed
* Late applications will not normally be considered

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| **Please complete ALL sections. *Sections 1-6 of the application form will be used to shortlist candidates for interview.*** | | | | | | | | | | | | | |
| POST APPLIED FOR: | | | |  | | | | CLOSING DATE: | | |  | | |
| **1. PERSONAL DETAILS (please complete in block letters)** | | | | | | | | | | | | | |
| Title by which you wish to be referred: (Mr/Mrs/Miss/Ms/Other/No title) | | | |  | | | | Last Name: | | |  | | |
| First name(s) | | | |  | | | | | | | | | |
| Any former name(s) previously known as | | | |  | | | | | | | | | |
| National Insurance number | | | |  | | | | | | | | | |
| Address for correspondence: | | | |  | | | | Postcode: | | |  | | |
| Home telephone no: | | | |  | | | | Mobile telephone no: | | |  | | |
| Work telephone no: Extension (if applicable): | | | |  | | | | | | | | | |
| Email address: | | | |  | | | | | | | | | |
| **2. PRESENT OR LAST EMPLOYER** | | | | | | | | | | | | | |
| Name and address of employer: | | | |  | | | | Name and address of establishment where employed (if different): | | |  | | |
| Postcode: | | | |  | | | | Postcode: | | |  | | |
| Nature of business: | | | |  | | | | Job title: | | |  | | |
| Present annual salary or weekly income (gross): | | | |  | | | | | | | | | |
| Hours worked per week: | | | |  | | | | Other benefits (if applicable): | | |  | | |
| Date appointed: | | | |  | | | | Notice required or leaving date if already left | | |  | | |
| Reason for leaving: | | | |  | | | | | | | | | |
| Brief description of duties: | | | |  | | | | | | | | | |
| **3. PREVIOUS EMPLOYMENT** | | | | | | | | | | | | | |
| Start with the most recent first and include full employment history since leaving school.  Include work/voluntary experience and also indicate any periods of unemployment/not in employment, with details (using the job title and dates section). Do not leave any unexplained gaps in your employment history. (Please continue on separate sheet if necessary). | | | | | | | | | | | | | |
| Employer name & address | Job title | | | | Salary/income | | Full or part-time (if part-time, give hours) | | Dates (month/year) | | | Reason for leaving | |
|  |  | | | |  | |  | | From | To | |  | |
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| **4. EDUCATION, TRAINING & QUALIFICATIONS** | | | | | | | | | | | | | |
| *(Please continue on separate sheet if necessary). Please start with the most recent.* | | | | | | | | | | | | | |
| Secondary School/College/University and/or Awarding Body (where applicable) | | | Dates | | | | Qualifications gained (state level) | | | Grade/class of degree | | | Date |
|  | | | From | | | To |  | | |  | | |  |
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| **OTHER RELEVANT TRAINING COURSES ATTENDED (Please continue on separate sheet if necessary)** | | | | | | | | | | | | | |
| Organising Body | | | | | Course title | | | | Length of course | | | | |
|  | | | | |  | | | |  | | | | |
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| **MEMBERSHIP OF PROFESSIONAL BODIES** | | | | | | | | | | | | | |
| Name of body | | | | | Type of membership | | | | Date obtained | | | | |
|  | | | | |  | | | |  | | | | |
| **5. INFORMATION IN SUPPORT OF YOUR APPLICATION** | | | | | | | | | | | | | |
| Please give details of any relevant experience, skills or knowledge to support your application. Be concise but make sure that you cover ALL the essential points of the person/employee specification. You may also include a CV with this section.  **NOTE: Your response to this section is extremely important and will be the basis of the short-listing panel's decision to invite you for interview.** | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | |
| Please detail below any instances and associated dates where you have:   * Lived or worked abroad in the last 5 years * Worked with children abroad * Or were born abroad | | | | | | | | | | | | | |
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| **6. REFEREES** | | | | | | | | | | | | | |
| In accordance with our statutory obligations under Keeping Children Safe in Education we are required to obtain references. Please provide details of two referees below that we can contact for a reference. Friends and relatives are NOT acceptable referees. One of the referees must be your present/or most recent employer and normally no offer of employment will be made without reference to him/her. If you have not previously been employed, then Head Teachers, College Lecturers, or other persons who are able to comment authoritatively on your educational background and/or personal qualities, are acceptable as referees.  Please ensure the reference are from a relevant employer from the last time the applicant worked with children.  The Trust reserves the right to approach any previous employer or manager.  Please sign the form found at appendix 1 to consent to us contacting your previous employer/s for a reference.    **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.** | | | | | | | | | | | | | |
| Name (Referee 1): | |  | | | | | Name (Referee 2): | | |  | | | |
| Title | | Mr/Mrs/Miss/Ms/other | | | | | Title | | | Mr/Mrs/Miss/Ms/other | | | |
| Role: | |  | | | | | Role: | | |  | | | |
| Organisation (if appropriate): | |  | | | | | Organisation (if appropriate): | | |  | | | |
| Address: | |  | | | | | Address: | | |  | | | |
| Postcode: | |  | | | | | Postcode: | | |  | | | |
| Telephone No: | |  | | | | | Telephone No: | | |  | | | |
| Email address: | |  | | | | | Email address: | | |  | | | |
| How long known? | |  | | | | | How long known? | | |  | | | |
| **7. ONLINE CHECKS** | | | | | | | | | | | | | |
| In accordance with our statutory obligations under Keeping Children Safe in Education the Trust is required to conduct an online search as part of our due diligence on shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which the Trust might want to explore with you at interview.  We carry out these searches through a third party company, socialmediacheck.com. To assist with the search being as accurate as possible, please set out which social media platforms you use and the handles you use on each site:    If you would like to inform us of anything that might come to light when we perform this search, please outline the details below: | | | | | | | | | | | | | |
| **8. PROTECTION OF CHILDREN** | | | | | | | | | | | | | |
| The Trust is required under law and guidance to check the criminal background of all employees. Decisions to appoint will be subject to consideration of an enhanced disclosure, including a Barred List check, from the Disclosure and Barring Service. Because of the nature of the work for which you are applying, this post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020).  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 about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website, which can be accessed here:**  <https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>  If shortlisted for an interview you will be required to disclose to us information about any:   * adult cautions (simple or conditional); * **unspent** conditional cautions; * **unspent** convictions in a Court of Law; and * spent convictions that are **not protected** as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020   so that a police check can be carried out if you are offered an appointment. This information can be disclosed either verbally at interview or by completing a relevant conviction form after interview if that is your preference.  If you are shortlisted for an interview, in line with Keeping Children Safe in Education we will also ask you to complete a self-declaration form prior to interview to provide any relevant information which may make you unsuitable to work with children. For example, whether you are included on the barred list, prohibited from teaching, prohibited from taking part in the management of an independent school, known to the police and children’s social care or disqualified from providing childcare and any relevant overseas information.  If you are subsequently employed by the Trust and it is found that you failed to disclose any relevant previous convictions, cautions or other relevant information as defined above, this could result in dismissal, or disciplinary action being taken by the Trust. During the course of your employment with the Trust, should you be arrested by the police you are obliged to notify the Headteacher of this immediately (even if de-arrested or all charges dropped). Failure to do so could result in disciplinary action being taken which could result in dismissal. All information will be treated in confidence and will only be considered in relation to any application for posts for which the exemption order applies.  It is an offence for anyone to apply for a role if they are barred from engaging in regulated activity relevant to children.  We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff and volunteers to share this commitment. Successful applicants will receive the Safeguarding Policy that outlines the duties and responsibilities of the employer and all employees. | | | | | | | | | | | | | |
| **9. GENERAL** | | | | | | | | | | | | | |
| Please give details of any dates within the next [2 months] when you will not be available for interview. We cannot guarantee being able to offer you an alternative date. | | | | | | |  | | | | | | |
| Do you hold a current full driving licence? | | | | | | | YES  NO | | | | | | |
| Do you have regular use of a vehicle? | | | | | | | YES  NO | | | | | | |
| You are required to declare below any relationship with or to an employee of the Trust.  Please state name and position: | | | | | | | | | | | | | |
| Have you ever been the subject of formal disciplinary proceedings? If yes, please give details including dates below. | | | | | | | YES  NO | | | | | | |
|  | | | | | | | | | | | | | |
| This information is required, including that related to warnings regarded as "spent" in order to ensure safe recruitment and meet our obligations to safeguard children. However, you should be aware that any disciplinary history declared will not automatically prevent or inhibit appointment and will depend on the dates and circumstances related to the disciplinary action, outcomes and the type of post being applied for. Note that you are also required to include information if you were subject to a disciplinary process but resigned before it was completed. | | | | | | | | | | | | | |
| **10. DISABILITY CONFIDENT** | | | | | | | | | | | | | |
| Wise Owl Trust is a registered Disability Confident Committed employer . Under this scheme, we guarantee an interview to anyone with a disability who meets the essential criteria for the job. If you are disabled and would like to be considered under this scheme, please give details below, or if you would prefer, please contact k.walton@wiseowltrust.com to discuss any requirements. | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | |
| **11. REASONABLE ADJUSTMENTS FOR A DISABILITY** | | | | | | | | | | | | | |
| If you are disabled and believe that you may require adjustments to this application process, please give details below of how we can ensure that you are offered a fair selection and interview process or if you would prefer, please contact k.walton@wiseowltrust.com to discuss any requirements. Please note that if you believe adjustments would only be required for a later stage of the process (such as at interview stage), you are not required to provide information in this form. | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | |
| **12. HEALTH/MEDICAL DETAILS** | | | | | | | | | | | | | |
| Successful applicants will be required to complete a confidential medical questionnaire and may be required to undergo a medical examination | | | | | | | | | | | | | |
| **13. DATA PROTECTION** | | | | | | | | | | | | | |
| In completing this application form you should refer to the Recruitment Privacy Notice sent out with this document. The personal information collected on this form will be processed to manage your application in accordance with the Recruitment Privacy Notice. If successful, your personal information will be retained whilst you are an employee and used for payroll, pension and employee administration in accordance with the Workforce Privacy Notice which is available on our website and will be issued on appointment. Information will not ordinarily be disclosed to anyone outside the Trust without first seeking your permission, unless there is a statutory reason for doing so.  If you are not shortlisted or appointed, then your information will only be retained by us for 6 months from the shortlisting date, in accordance with the Recruitment Privacy Notice. | | | | | | | | | | | | | |
| **14. DECLARATION** | | | | | | | | | | | | | |
| I declare that, to the best of my knowledge and belief, the information given on ALL parts of this form is correct. I understand that should my application be successful and it is discovered subsequently that information has been falsified, then disciplinary action may be taken which may include dismissal from the post.  I confirm that I have a legal right to work in the UK and if this application is successful, I undertake to produce appropriate documentary evidence to prove this, prior to commencing work with the Trust.  I also confirm that I am not barred from engaging in regulated activity relevant to children. | | | | | | | | | | | | | |
| Signed | | | | | | | Date | | | | | | |
| **Please return your completed form by email by the closing date to: k.walton@wiseowltrust.com** | | | | | | | | | | | | | |

Appendix 1: Reference Consent Form

I can confirm that I am happy for Wise Owl Trust to contact my previous employer/s to obtain written references.

I understand that I can withdraw my consent at any time by contacting Mrs K. Walton on k.walton@wiseowltrust.com

Name: -----------------------------------------------------

Signature: -----------------------------------------------------

Job Title: -----------------------------------------------------

Date: -----------------------------------------------------

**Wise Owl Trust – Equal Opportunities Monitoring Form**

### Wise Owl Trust is committed to recruiting, retaining and developing a workforce that reflects at all grades the diverse communities that we serve. It is vital that we monitor and analyse diversity information so that we can ensure that our HR processes are fair and transparent.

### Any information provided on this form will be treated as strictly confidential, will not be seen by staff directly involved in the appointment and no information will be published or used in any way which allows any individual to be identified.

### The completion of this form and questionnaire is entirely voluntary. However, it will assist the Trust in carrying out this monitoring. We would therefore be grateful if you would complete the questions on this form.

### Prior to shortlisting this information will be removed from your application form and used only to provide data for statistical purposes.

### Thank you for your assistance

|  |  |
| --- | --- |
| **Please complete ALL sections as requested.** | |
| **PERSONAL DETAILS (please complete in block letters)** | |
| POST APPLIED FOR: |  |
| Last Name: |  |
| First name(s) |  |

## **1 Gender**

Please put a X in the box which best describes your gender?

 Man  Woman  Intersex  Non – binary  Prefer not to say

 Option to self-disclose: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

## **2 Disability**

To make positive changes, Wise Owl Trust wants to address the different barriers faced by disabled people. Wise Owl Trust is a registered Disability Confident Committed employer. Under this scheme, we guarantee an interview to anyone with a disability who meets the essential criteria for the job.

If you would like to discuss your response or are unsure of the types of reasonable adjustment that might be possible, please contact [position of someone not involved in the recruitment process] to help and support you.

Under the disability discrimination act a disability is defined as a ‘physical or mental impairment that has a substantial and long-term adverse impact on the ability to carry out normal day to day activities.

Do you consider yourself to have a disability or a long-term health condition?

 Yes  No  Prefer not to say

What is the effect or impact of your disability or health condition?

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

## **3 Age**

Please put a X in the relevant box

 16-24  25-29  30-34  35-39  40-44  45-49  50-54

 55-59  60-64  65+  Prefer not to say

## **4. Legal marital or same sex status?**

Please put an x in the box which best describes your status

 Single

 Married

 Married, same-sex partner

 Civil partnership

 Other (please state) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Prefer not to say

## **5 Religion and belief**

Below is a list of religions that are the most commonly found in Britain in alphabetical order.

Please put an x in the box that best describes you

 Buddhist

 Christian (including Church of England, Catholic, Protestant and all other Christian denominations)

 Hindu

 Jewish

 Muslim

 Sikh

 No religion or belief

 Prefer not to say

 Prefer to self-describe \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

## **Sexual orientation**

Please put an x in the box which best describes your sexual orientation

 Bi/bisexual

 Gay / Lesbian

 Heterosexual / Straight

 Other

 Prefer not to say

 Prefer to self-describe \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

### Ethnicity

E. Chinese and other Ethnic Groups

 Chinese  Prefer not to say

 Any other, please state here: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

D. Other Ethnic Groups

 Arab  Prefer not to say

C. Mixed / Multiple Ethnic Groups

 White and Black African  White and Black Caribbean  White and Asian  Prefer not to say

 Any other Mixed background, please state here: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

B. Black / African / Caribbean or Black British

 African  Caribbean  Prefer not to say

 Any other Black background, please state here: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Please put an x in the box which best described your ethnicity

A. Asian or Asian British

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

 Any other Asian background, please state here: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

F. White

 English  Welsh  Scottish Northern Irish  Irish  British  Gypsy or Irish Traveller  Prefer not to say

 Any other White background, please state here: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

G.  Prefer not to say

|  |  |
| --- | --- |
| I confirm my consent to Wise Owl Trust processing the special categories of data supplied in this form for the purposes of monitoring data and diversity statistics, recruitment and selection, and as set out in the Workforce Privacy Notice. | |
| **Applicant’s signature** |  |
| **Date** |  |