



Peter Hills with St Mary's and St Paul's, St Jude's and St Peter's Church of England Primary Schools in Partnership

co-Headteacher

Application Pack

Peter Hills with St Mary's and St Paul's Church of England Primary School
2 Beatson Walk, Rotherhithe, London, SE16 5ED
<http://www.peterhillsschool.co.uk>

St Peter's Church of England Primary School
Liverpool Grove, Walworth, London, SE17 2HH
<https://www.stpeterswalworth.co.uk>

St Jude's Church of England Primary School
Colnbrook Street, London, SE1 6HA
<https://www.stjudessouthwark.co.uk>

Email: School Business Manager - Muhammad Akbar <makbar@peterhillssouthwark.co.uk>



Dear Applicant

Thank you for your interest in the post of co-Headteacher at our schools Partnership. Our three Southwark Primary schools are at an exciting stage in our development. Our ethos is strong and our relationships with the community are excellent. We are looking for a leader who is energetic and ambitious and can take us to the next stage of our journey.

We are very proud of our children. We are deeply committed to transforming their lives and ensuring that their school experience is both happy and fulfilling. The Christian ethos of the schools underpins all we do, and we enjoy close links with our three parishes. We strive to excel in meeting the needs of our diverse cohorts and supporting pupils with SEND.

We would encourage you to contact our School Business Manager to make arrangements to visit us so that you can witness for yourself the family atmosphere of our schools. Please also review our information pack which has details of what we are looking for in our co-Headteachers and how to make your application. It contains:

- School profile information
- The person specification
- The job description
- Application form

In your letter of application, please address the person specification and provide evidence of impact from your current and past experience where appropriate. Your letter should be no more than three pages of A4 when typed.

The closing date of the application is **Thursday 4th July 2024 at 3pm**. Short-listing will be held on Friday 5th July 2024 and interviews will be held on **Monday 8th July 2024**.

Please send your completed application to Muhammad Akbar, the School Business Manager, by email to makbar@peterhillssouthwark.co.uk.

Our schools are committed to safeguarding and promoting the welfare of the children and expect all staff and volunteers to share this commitment. Enhanced DBS checks will be made. References will be sought for candidates who are shortlisted. All applications will be treated in the strictest confidence.

We hope that you are excited about our schools and this opportunity to add value to the lives of our children. We look forward to your application.

Yours faithfully

Jeremy Brooks-Martin &
Shital Shah

Co-Chair of Governors
Peter Hills CoE Primary School

Siobhan Aarons

Chair of Governors
St Jude's CoE Primary School

Althea Smith

Chair of Governors
St Peter's CoE Primary School



School Profile Information

Our schools have a strong Christian ethos, striving for every child to achieve their full potential. All children are created in the image of God and born with the potential to change the world.

Our vision is that our schools will be a truly learning-centred with a Christ-like ethos which strives to nurture the creative talents of all its learners. We are determined to break down the barriers that hold children back from realising their God-given purpose.



We celebrate the diversity of our community and seek to nurture confident, independent thinkers ready to be model citizens. We aim for academic excellence through challenging and inspiring teaching and an exciting, rich curriculum. We are welcoming school communities to which children, their families and staff feel they belong. Each of our schools serves a diverse, open and accepting community.

We have a strong historical connection with our churches, welcoming the Fathers to our Eucharist services, as well as to be part of our Governing bodies. Our schools work closely with the Southwark Diocesan Board of Education (SDBE) and Southwark local authority, and take advantage of the range of training and support provided to schools in the Diocese and borough.



We have easy access to the range of cultural opportunities which central London provides, including museums, art galleries and theatres. We aim to ensure that pupils experience the cultural opportunities so near to them.

Visitors to our schools invariably comment on the calm, friendly atmosphere in the school. Children are generally well behaved and well-mannered, and parents are supportive. They are havens for learning.

Our schools are voluntary aided Church of England Primary Schools, and receive funding from Southwark local authority and the Church of England. We receive support from Southwark local authority, through an adviser and support services.

The diversity of the area is reflected in our school rolls and school activities. Our schools are fortunate in having pupils who come from a wide variety of social and cultural backgrounds. The children speak a variety of languages and bring experiences and knowledge from different parts of the world to the schools.



Each school has a committed and active School Council, which support the Headteacher and Governors work in, and for, the school.



OFSTED

Our most recent OFSTED ratings of our performance were good – see

Peter Hills - <https://reports.ofsted.gov.uk/provider/21/100837>

St Peter's – <https://reports.ofsted.gov.uk/provider/21/100839>

St Jude's - <https://reports.ofsted.gov.uk/provider/21/100835>

Special Educational Needs and Safeguarding

Our schools prioritise achieving a high standard of achievement in Special Educational Needs and Disability (SEND). Our approach to SEND is underpinned by our Christian ethos and we expect all school leaders to build upon this.

Details of our approach to SEND are set out here:

<https://peterhillsschool.co.uk/SEND-and-Inclusion/>

<https://www.stjudessouthwark.co.uk/Curriculum/SEND/>

<https://www.stpeterswalworth.co.uk/Curriculum/SEND-Inclusion/>

Partnership

Our three schools are in a Partnership and are now seeking to appoint two co-Headteachers to equally run the three schools, with parallel connections between the three governing bodies. This is a model depending on collaboration and thriving on the benefit of shared resources, strategy and above all a Christian ethos. Working as part of this Partnership means leading within a model which is special and individual, pioneering an approach to integration which provides an exciting challenge. It also allows each co-Headteacher to draw on support from one another, both in delivering objectives and as a professional peer, with all three governing bodies encouraging each co-Headteacher to provide support, challenge, critical friendship and encouragement to one another.



Co-Headteacher

Person Specification

Qualifications and experience

	Essential	Desirable
1	Qualified teacher status.	National Professional Qualification for Headship (NPQH).
2	Honours degree or equivalent.	2:2 or above.
4	3 years senior leadership experience in a Primary School as at least a Deputy Head Teacher.	Current Primary School Head Teacher.
5	Clear evidence of commitment to own professional development.	

Teaching, Leadership and Management Skills

	Essential	Desirable
1	Evidence of ability to support and build on the strong, inclusive Christian ethos and values of the school.	Personally committed Christian, practicing member of the Church of England.
2	Ability to delegate management and administrative tasks and monitor their implementation.	
3	High aspiration, commitment and ability to implement strategies for achieving excellence by raising standards for all pupils.	
4	Commitment and ability to lead positive changes through innovation and empowering others to carry the vision forward.	A commitment to extend the school's extracurricular activities.
5	Understanding of, and ability to implement effective performance management and fully develop the talent and ability of all members of staff.	
6	A strong record as a good classroom teacher with a clear understanding of what good teaching entails.	Experience of teaching across primary school age groups.
7	Understanding of how to use data to analyse the needs of all individuals and groups in the school.	
8	Experience of effectively evaluating and monitoring the quality of teaching and learning in order to raise pupil achievement.	
9	Up to date experience of strategically designing, delivering and developing the curriculum.	
10	Sound understanding of the management of financial, organisational and administrative matters of the school.	



Personal Skills and Qualities

	Essential	Desirable
1	Drive and desire to take each school to an outstanding level of achievement.	
2	Outstanding open communicator (both orally and in writing) with a range of stakeholders .	
3	Proven track record of working successfully with parents, staff and governors to raise aspirations, support the learning process and promote high achievement.	Evidence of peer mentoring and sharing good practice among colleagues locally, regionally and nationally.
4	Understand and welcome the role of effective governance in promoting continuous school development and improvement.	
5	Approachable, accessible and flexible, able to accommodate and manage differing opinions and views.	
6	A respect for children with a deep commitment to nurture and fulfil the potential of every child.	
7	Ability to be an ambassador for the school, promoting it locally and raising its profile in and involvement with the wider community.	
8	Ability to work closely with the clergy and maintain strong links with the parish Churches to promote the richness and diversity of the Schools' lives.	
9	Creativity, imagination, adaptability, resilience and compassion.	
10	Ability to work in a Partnership with other schools, engaging with fellow co-Headteacher in the partnership to achieve a united approach to raising standards.	
11	An up-to-date knowledge and understanding of safeguarding and children's welfare.	



Co-Headteacher - Job Description

In close collaboration with their partner co-headteacher:-

Providing professional leadership and working closely with staff, parents, carers, governors the SDBE, and the Local Authority, the co-Headteacher will lead each school with a clear vision for improvement and success and manage resources to raise achievement and ensure the children receive the highest standard of education.

The co-Headteacher will lead the academic, spiritual, moral, social, emotional and cultural welfare and development of the children at each school.

As a Church of England School, the Christian ethos of our schools will underpin all of this. As a member of a Partnership of three schools, the collaboration between the governing bodies and co-Headteachers of the schools is paramount to successful development of the future of all schools.

MAIN PURPOSE OF THE JOB:

- To be responsible for the leadership, internal organisation, management and control of the schools, consulting others as appropriate.
- To promote and safeguard the welfare of children for whom the schools and Governing Bodies are responsible and those with whom they come into contact.
- To cooperate with the other co-Headteacher and pursue the objectives of all schools in the Partnership.
- Headteachers are required to carry out the duties set out in Part 9 of the School Teachers' Pay and Conditions Document.

SHAPING THE FUTURE

- Ensure that the vision for each school is clearly articulated, shared, understood and acted upon effectively by all.
- Work within the school community to translate the vision into agreed objectives and operational plans which will promote and sustain school improvement.
- Demonstrate the vision and values in everyday work and practice.
- Motivate and work with others to create a shared culture and positive climate.
- Ensure creativity, innovation and the use of appropriate new technologies to achieve excellence.
- Ensure that strategic planning takes account of the diversity, values and experience of each school and the community at large.
- In partnership with each Governing Body ensure the whole school community is kept up to date with educational initiatives.

LEADING TEACHING AND LEARNING

- Ensure a consistent and continuous school and partnership-wide focus on pupils' achievement, using data and benchmarks to monitor progress in every child's learning.
- Ensure that learning is at the centre of strategic planning and resource management.
- Ensure a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.
- Establish creative, responsive and effective approaches to learning and teaching.
- Demonstrate and articulate high expectations and set stretching targets for the whole school community.
- Determine, organise and implement a diverse, flexible curriculum and implement an effective assessment framework.
- Implement strategies which ensure high standards of attendance.
- Monitor, evaluate and review classroom practice and promote improvement.
- Challenge underperformance at all levels and ensure effective corrective action and follow-up.



- Determine and ensure the implementation of a policy for the pastoral care of the pupils while ensuring that the standard of behaviour and attendance of the pupils is acceptable.
- High focus on ensuring pupils with SEND achieve high individual standards, building on the standards achieved to date.

DEVELOPING AND SUSTAINING THE CHRISTIAN ETHOS

- Ensure the values of the schools and the schools' visions are embedded throughout school life.
- Preserve and develop the religious character of the schools in accordance with the principles of the Church of England by providing leadership within a Christian context.
- Ensure the provision of religious education in accordance with the policy of the Governing Body of each school, have regard to the Church of England character and foundation of the school, and not do anything contrary to the interests of this foundation.
- Promote a suitable system of guidance, support and pastoral care for pupils and staff, including liaison with parents/carers, the Church and outside agencies.
- Develop and maintain positive relationships and links with the clergy, local parish and with external agencies, the Diocesan Board and Local Authority.
- Use Biblical, age appropriate daily worship and the school environment to enhance and develop the Christian nature of the school.
- Demonstrate a living Christian faith.
- Demonstrate an understanding of other faiths and acknowledgement of diversity.

DEVELOPING SELF AND WORKING WITH OTHERS

- Keep abreast of educational developments nationally and advise governors on implementation.
- Treat people fairly, equitably, and with dignity and respect to create and maintain a positive school culture.
- Build a collaborative learning culture within the school and actively engage with other schools to build effective learning communities.
- Develop and maintain effective strategies and procedures for staff induction, professional development and performance review.
- Ensure effective planning, allocation, support and evaluation of work undertaken by teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.
- Acknowledge the responsibilities and celebrate the achievements of individuals and teams.
- Develop and maintain a culture of high expectations for self and for others and take appropriate action when performance is unsatisfactory.
- Report to the Chairs of each Governor Body annually on the professional development of all teachers at the school and advise the Governing Bodies on the adoption of effective procedures to deal with under-performing teachers.
- Regularly review own practice, set personal targets and take responsibility for own personal development by participating positively in arrangements made for the appraisal of Headteacher performance.
- Manage own workload and that of others to allow an appropriate work/life balance Ensure that all staff are fully aware of safeguarding procedures and that these are rigorously implemented.
- Regularly meet and engage with the other co-Headteacher in the partnership to coordinate resources and development strategies across the schools.

MANAGING THE ORGANISATION

- Manage and encourage a working environment conducive to excellent staff relations and high staff morale.
- Create an organisational structure that reflects the schools' Christian values, and enables the management systems, structures and processes to work effectively in line with legal requirements.



- Produce and implement clear, evidence-based improvement plans and policies for the development of the school and its facilities.
- Manage the schools' finances, people and environmental resources effectively and efficiently to achieve the schools' educational goals and priorities.
- Ensure that policies and practices take account of national and local circumstances, policies and initiatives.
- In collaboration with governors, plan, manage and monitor each school's budget, setting appropriate priorities for expenditure, allocating funds, and ensuring effective administration and control.
- Be proactive in procuring additional funding and grants for specific target areas.
- Recruit, retain and deploy staff appropriately and manage their workload to achieve the vision and goals for the school.
- Ensure that the range, quality and use of all available resources is monitored, evaluated and reviewed to improve the quality of education for all pupils and provides value for money.
- Use and integrate a range of technologies effectively and efficiently to manage each school.

SECURING ACCOUNTABILITY

- Fulfil commitment arising from contractual accountability to each Governing Body.
- Develop an ethos for each school that enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- Ensure individual staff accountabilities are clearly defined, understood and agreed and are subject to rigorous review and evaluation.
- Work with the Governing Bodies to enable them to meet their responsibilities, providing information and accurate accounts of each school's performance to a range of audiences including governors, parents and carers.
- Ensure that parents and pupils are well informed about attainment and progress and are also able to understand targets for improvement.
- Reflect on personal contribution to school achievement and take account of feedback from others.

STRENGTHENING THE COMMUNITY

- Develop and promote school cultures which take account of the richness of diversity, and which challenge prejudice.
- Ensure learning experiences for pupils are linked into and integrated with the wider community.
- Ensure a range of community-based learning experiences.
- Collaborate with other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of pupils and their families.
- Create and maintain an effective partnership with parents and carers to support and improve pupils' achievement and personal development.
- Seek opportunities to invite parents and carers, community figures, businesses or other organisations into the school to enhance and enrich the school and its value to the wider community.
- Contribute to the development of the education system by, for example, sharing effective practice, working in partnership with other schools and promoting innovative initiatives.
- Cooperate and work with relevant agencies to protect children.
- Take an active role within the Diocesan Headteacher community.

OTHER

- The co-Headteacher will undertake any other duties which from time to time may be required and be relevant and commensurate with the post, as deemed necessary by the Governing Bodies and Local Authority.



CHURCH OF ENGLAND - DIOCESE OF SOUTHWARK
Co-HEADTEACHER APPLICATION

**CONFIDENTIAL****NAME OF SCHOOL:**

Closing date for completed form:

Return form to:

to whom all queries should be addressed

Please state where you
saw the advertisement
for this post:**I APPLICANT'S PERSONAL DETAILS**

TITLE:

FIRST NAME:

SURNAME:

PREVIOUS NAMES:

PERMANENT ADDRESS:

WORK TEL NO:

HOME TEL NO:

MOBILE PHONE NO:

MAY WE TELEPHONE YOU AT
WORK: Yes ☐ No ☐

EMAIL ADDRESS:

TEACHER REFERENCE NO:

NATIONAL INSURANCE NO:

2 TEACHER STATUS

Do you have Qualified Teacher Status?

Yes ☐ No ☐

Are there any restrictions on your residence or employment in the UK?

Yes ☐ No ☐

If Yes, please give details

Do you have documentation to prove you are authorised to work in the UK?

Yes ☐ No ☐

(Failure to produce this documentation when requested may result in the School being unable to pursue your application.)

3 SUPPORTING STATEMENT

Please continue on a separate sheet(s) if required.

This section is essential and failure to complete this section may render your application invalid.

Having read the job description and person specification, please say why you feel you are suitable for this post, addressing each of the person specification criteria required and any additional information which you think would be useful to this post.

4 PRESENT OR MOST RECENT EMPLOYMENT

NAME OF SCHOOL AND EMPLOYER:		SCHOOL ADDRESS:	
		LA AREA (if applicable)	
TYPE & STATUS OF ESTABLISHMENT:	AGE RANGE:	NUMBER ON ROLL:	
POST HELD:	DATES OF APPOINTMENT: (including end date if applicable)	SCALE POINT AND PRESENT ANNUAL GROSS SALARY (including allowances) Please specify in £ per annum	

5 PREVIOUS EMPLOYMENT (start with most recent – please explain any gaps in employment and complete all columns)
 If part-time appointment please state. You should not provide a curriculum vitae as a substitution. A continuous employment history is required from when you left full time education.

School, college or other employer	Type & status of establishment	Age range and roll (approx)	Title of post (include special responsibilities)	Dates of employment and reason(s) for leaving

6 EDUCATION AND ACADEMIC QUALIFICATIONS

School/college/university	From	To	Subjects/Qualifications/Grades/Honours, dates awarded and awarding body
Secondary (post 16)			
Higher Education			
Further postgraduate qualifications (including PGCE)			

7 IN-SERVICE TRAINING UNDERTAKEN DURING THE PAST 3 YEARS RELEVANT TO THIS APPLICATION

Course title	Provider	Dates & duration of course	Award (if any)

8 OTHER PAID/UNPAID WORK EXPERIENCE (please explain any gaps in employment)

Employer	From	To	Nature of Occupation and reasons for leaving

9 DETAILS OF OTHER ACTIVITIES, SKILLS AND INTERESTS RELEVANT TO THIS POST

10 RELIGIOUS AFFILIATION

Are you an Anglican communicant? (Answering 'No' will not disqualify you from being selected for interview.) Yes ☐ No ☐

Are you a regular worshipper within the Anglican Church? Yes ☐ No ☐

Give details of membership of any other Christian denomination:

Which Centre of Worship do you regularly attend?

Address:

Name of priest, minister, elder, etc:

Address:

We will apply to the above-named person for a reference in support of your application to teach in this Church of England school. Alternatively, please give below details of another person willing to provide such a reference for you:

Name:

Status:

Address:

Context in which you are known to the above:

Please provide a short statement on why you are interested in working in a Church of England school.

II PROFESSIONAL REFERENCES - please supply the names and addresses of two persons willing to provide references. One should be from your current Headteacher/Employer. If you are not currently working with children, a reference from the employer by whom you were most recently employed to work with children will be required. References will not be accepted from relatives or people writing solely in the capacity of friends.

NAME:

ADDRESS:

TEL. NO:

EMAIL:

POSITION HELD:

Please state the context in which this person is known to yourself:

NAME:

ADDRESS:

TEL. NO:

EMAIL:

POSITION HELD:

Please state the context in which this person is known to yourself:

12 DECLARATION BY APPLICANT

SDBE schools are committed to safeguarding and promoting the welfare of children. Assessment and testing of applicants' suitability to work with children is an integral part of the selection process. Any discrepancies or anomalies in information provided will be taken up at interview. Current or previous employers will be contacted as part of the verification process.

DISCLOSURE

Under the General Data Protection Regulations 2016, it is not necessarily appropriate for all applicants to disclose all/any cautions and/or convictions at this stage of the selection process. However, **ALL applicants for posts working with children aged from birth to 5 years or in an after school or breakfast club setting up to 8 years old are required to make such disclosures at this stage** and any other applicants wishing to confidentiality share such information at the earliest opportunity, are invited to do so. Please send any information about disclosures via post to the **School Business Manager c/o the school and mark the correspondence 'Strictly Confidential-Private Disclosure-Addressee Eyes Only'**. Anything sent at this stage would not be opened until after shortlisting unless the applicant will be supporting Nursery age children, and in all cases would be destroyed within 6 months of the selection process, unless you are successfully appointed to the role.

Shortlisted applicants will be expected to provide details of all unspent cautions and/or convictions at that stage, as part of the safeguarding requirements. Failure to disclose information at that point may result in a withdrawal of the offer or dismissal.

I understand that if my application is successful I will be required to obtain an enhanced DBS Certificate. Yes ☐ No ☐

APPLICANTS FROM OUTSIDE THE UK

Applicants from outside the UK need to provide an overseas criminal records check and/or certificate of good character from their home country.

I can provide this information. Yes ☐ No ☐

Please list any allegations that have been made against you which were subject to an investigation and the outcome to these.

13. ELIGIBILITY TO WORK IN THE UK

Are you eligible to work in the UK/EEA? Yes ☐ No ☐

Do you require a work permit? Yes ☐ No ☐

National Insurance number (LLNNNNNNNL, L Letter, N Number)

Do you require sponsorship certificate? Yes ☐ No ☐

If yes, please give following: Sponsorship TIER: No: Expiry date:

14. DISCLOSURE OF RELATIONSHIP

Are you related to, or have a close personal relationship with any member of the school's staff, school governor, the school's local authority Councillor or Council officer, or any member of the Southwark Diocesan Board of Education?

Yes ☐ No ☐

If yes, state the name, relationship and position held

15. DATA PROTECTION STATEMENT

The School is a Data Controller and as such has a duty to explain to you what information is collected and why, and who, if anyone, it is shared with under the General Data Protection Regulation 2016.

All of the information collected in this form is necessary and relevant to the performance of the job applied for. We will use the information provided by you on this form, and by the referees you have noted, for recruitment purposes only. The School will treat all personal information with the utmost confidentiality and in line with current data protection legislation.

We process this information about you because the processing is necessary for us to enter into an employment or other work-related contract with you. We also need to process this information to ensure that we are complying with our legal obligations under the Employment Act and with the DfE statutory guidance document, Keeping Children Safe in Education, as well as other school specific legislation.

If you succeed in your application for employment, the information will be used in the administration of your employment with us. Further details on the processing of your data at this stage will be provided to you on offer of employment.

For unsuccessful applicants we will hold this information securely for a period of six months.

You have some legal rights in respect of the personal information we collect from you. Please see the School's website for further details on our privacy notice and data protection policy.

You can contact the School's Data Protection Officer if you have a concern about the way we collect or use your data.

In order for us to process this information and to comply with data protection legislation, we require your consent. You are not required to give your consent and you acknowledge that any consent given is freely given. Your job application is not dependent on your giving consent to our processing of this data.

Including your signature below will signify your consent to our processing of this information. Once you have given consent, you may withdraw it at any time by contacting the School's Data Protection Officer.

DECLARATION

I certify that all information given by me on each section of this form and in supporting documents is correct to the best of my knowledge and belief, that all questions have been fully and accurately answered, and that I possess all qualifications which I claim to hold and will produce evidence of the same. I acknowledge that I have read and understood the accompanying notes to applicants attached to this application form.

I understand that my name will be withdrawn from the list of candidates if, prior to appointment, I am found knowingly to have omitted or concealed any relevant fact, and I acknowledge that such discovery subsequent to appointment is likely to lead to my dismissal without notice and, where appropriate, referral to the police.

I hereby give my permission for a DBS check to be carried out and consent to the processing of sensitive personal data, as defined by the current Data Protection legislation, involved in the consideration of this application.

NAME:

SIGNED:

DATE:

CONFIDENTIAL INFORMATION – This section of the form will be removed before shortlisting.

EQUAL OPPORTUNITIES

ADDITIONAL INFORMATION (CONFIDENTIAL) - This section of the form seeks additional information pertinent to your application. It will be removed before shortlisting and will not be seen by any members of the selection panel. Access to it will be limited to staff involved in administering the appointment process who need access for equal opportunities monitoring or to take administrative action based upon the information provided e.g. Occupational Health referral.

Position applied for:

Title:

First name:

Surname:

Date of birth:

The Equality Act defines a person as having a disability is s/he has a long standing physical or mental impairment which has a substantial and long term adverse effect on his/her ability to carry out normal day to day activities.

Do you consider yourself to have a disability? Yes ☐ No ☐

Are there any reasonable adjustments you would like us to make to enable you to participate fully and fairly in the recruitment process?

Yes ☐ No ☐

If Yes, please give details:

EQUAL OPPORTUNITIES MONITORING - we wish to monitor continuously (in the strictest confidence) the progress of our Equal Opportunities Policy. Please help us by giving the fullest possible answers to the questions below.

Sex: M ☐ F ☐

Age: 20-29 ☐ 30-39 ☐ 40-49 ☐ 50-59 ☐ 60-65 ☐

Please indicate your cultural/ethnic origins

This information is included as part of the duty of the school to promote race equality and to ensure equal opportunities for all staff.

White

British

English

Scottish

Welsh

Other: please write in

Irish

Any other White background: please write in

Black, Black British, Black English, Black Scottish or Black Welsh

Caribbean

African

Any other Black background: please write in

Asian, Asian British, Asian English, Asian Scottish or Asian

Indian

Pakistani

Bangladeshi

Any other Asian background: please write in

Mixed

White & Black Caribbean

White & Black African

White & Asian

Any other Mixed background: please write in

Chinese, Chinese British, Chinese English, Chinese Scottish or Chinese Welsh or other ethnic group

Chinese

Any other background: please write in

Prefer not to state

Put a cross here if you prefer not to state your ethnic group ☐

Faith/Religion: Please specify or decline to answer

Decline to answer: ☐

Sexual Orientation: Please specify or decline to answer

Decline to answer: ☐