**The Southfield Trust**

**Support Staff Job application form**

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The Southfield Trust is committed to the safeguarding and promotion of the welfare of all children, young people and vulnerable adults.

Please complete all this form in type or black ink and use only the same size paper (A4) as continuation sheets. Guidance notes are included at the end of this form.

# Job details

|  |  |
| --- | --- |
| Job title |       |
| Location |       |
| Closing date for application |       |
| Reference number |       |
| Work arrangements (select as appropriate) | Full time [ ]  / part time [ ]  / job share [ ]  |
| If the post is full-time, would you be prepared to consider working on a job-share basis? (select as appropriate) | Yes [ ]  / No [ ]  |
| If job-share, please state preferred working arrangements:      |

# Personal details

|  |  |
| --- | --- |
| Surname |       |
| First names |       |
| Title (select as appropriate) | Mr [ ]  / Mrs [ ]  / Miss [ ]  / Ms [ ]  / Mx [ ]  / Other [ ]  |
| Maiden name or previous names  |       |
| Address       |
| Email address |       |
| Correspondence Address (if different from above):       |
| Daytime telephone number |       |
| Mobile |       |
| Home |       |

# Present employment

|  |  |
| --- | --- |
| Job title |       |
| Name and address of employer (including County)      |
| Date started current post |       |
| Date commenced with employer |       |
| Salary / wage / benefits |       |
| Notice required |       |
| Briefly describe your present job; its main purpose and your responsibilities:      |
| Are you currently employed by East Sussex County Council as an apprentice? | Yes [ ]  / No [ ]  |

# Previous employment

|  |
| --- |
| Please list most recent first. Include permanent and temporary work, service with HM Forces, voluntary work, work experience and previous service with East Sussex County Council. |
| **Name & Address****(including County and nature of business)** | **From / To****(exact dates)** | **Position and Salary** | **Reason for leaving** |
|       |       |       |       |
|       |       |       |       |
|       |       |       |       |
|       |       |       |       |
|       |       |       |       |

# Education and qualifications

|  |
| --- |
| From age 11 onwards, and please state whether full (F) or part (P) time |
| **Name of School, College, University etc** | **From / To** | **F/P** | **Subjects studied****(with grades and year taken)** |
|       |       |       |       |
|       |       |       |       |
|       |       |       |       |
|       |       |       |       |
|       |       |       |       |
|       |       |       |       |

# Training

|  |
| --- |
| This includes government training schemes, apprenticeships, short courses, projects and secondments. Please also include trade/professional training and give date of completion. |
| **Course Title** | **Organisation** | **From / To** |
|       |       |       |
|       |       |       |
|       |       |       |
|       |       |       |

#

# Membership of professional institutes

|  |
| --- |
| Please indicate whether membership is by examination |
| **Institute** | **Level of membership** | **Year of Award** |
|       |       |       |
|       |       |       |

# Other Experience

Please describe all time spent since leaving full-time education. Full details should be given for any period not accounted for by full-time employment, education and training. This would include e.g. unemployment or voluntary work. Please state this information in chronological order.

|  |  |
| --- | --- |
| **Experience** | **From / To** |
|       |       |
|       |       |

# Driving Licence

|  |
| --- |
| **Only answer if a full driving licence is an essential requirement of the job.** |
| Do you hold a current Driving Licence? (select as applicable) | Yes [ ]  / No [ ]  |
| If YES, please state the type of licence you hold |       |
| Do you have any current endorsements? (select as applicable) | Yes [ ]  / No [ ]  |
| If YES, please specify: |       |

# Why should we hire you? Refer to 'Guidance Notes' for job applicants

Please mention any specific skills or experience that meet the requirements of the job description and person specification. These skills may have been gained in relation to your current or previous employment, education, training, domestic activities, voluntary work or leisure interests.

|  |
| --- |
|  |

# Declaration by Applicant

## The Working Time Regulations 1998

### Regulations on Working Time

The Working Time Regulations were introduced on 1st October 1998 and working hours in the UK are now governed by statute. Department working practices and procedures are therefore organised to comply with the following legal requirements. (Average hours are normally calculated over a 17 week period.)

* Average weekly working hours are limited to 48 hours
* Average daily night working hours are limited to 8 hours
* Minimum daily, weekly and in-work rest breaks requirements
* Minimum requirements for annual leave.

### Department Policy and Procedures

The legislation was introduced as a health and safety measure. Employers who do not comply with the limits to working time will be committing a criminal offence. Working practices in the department are therefore monitored to ensure that generally, working hours remain well within legal limits.

Employers are required to take ‘all responsible steps’ to ensure that the limits to working time are not exceeded. This includes inquiring whether a person is working elsewhere. All applicants are therefore asked to declare all other employment.

### This declaration will not prejudice your application

Please note:

* If you do have other job(s), your application will still be assessed on your suitability to do the job you are applying for. At this stage, any other jobs you declare will be ignored.
* If you are selected for interview the implications will be carefully discussed with you. The department may consider it necessary to discuss the situation with your other employer(s) but only with your permission.
* Depending on the overall situation and the outcome of discussions with you, the department would have the following options:
* not to offer you the appointment
* offer the appointment on reduced hours
* offer the appointment providing the other work is relinquished (or the hours reduced)
* offer the appointment and enter into an agreement with you to opt out of the weekly working time limit.

## Employment which you intend to continue if successfully appointed to the post applied for.

Please complete and sign **either** Section 1 **or** Section 2 below.

**Your application cannot be processed if you do not return this form.**

Please declare **any** other job, whether they are with the County Council, other local authorities, public bodies or with private companies/employers.

|  |
| --- |
| **Section 1 – No other employment** |
| **I confirm that I do not have any other employment.** |
| Signature |  |
| Print Name |       |
| Date |       |
| **If form has been completed electronically** please place an ‘x’ in this box in place of your signature 🡪 | **[ ]**  |
| **Section 2 – Other Employment** |
| **All other employment that I have is detailed below:**Weekly hours must specify total regularly worked (including overtime)Please use 24-hour clock |
| **Job Title** | **Weekly Hours** | **Start Time**  | **End Time** |
|       |       |       |       |
|       |       |       |       |
| Signature |  |
| Print Name |       |
| Date |       |
| **If form has been completed electronically** please place an ‘x’ in this box in place of your signature 🡪 | **[ ]**  |

# References

Please provide two references. One must be your present or last employer (where applicable) and the other, a second employer. If you have not been employed previously, please provide an academic and character reference.

**A job offer will not be made without 2 references.**

If you do not wish us to contact your referees prior to interview, please indicate as shown.

**Note:** We reserve the right to seek references at any point in the recruitment process and from any previous employers listed in the ‘Previous Employment’ section of this form.

|  |
| --- |
| **Present/last employer** |
| Full name |       |
| Address |       |
| Email address |       | Tel No |       |
| Job title |       | Organisation |       |
| May we contact this referee prior to interview? (select as applicable) | Yes [ ]  / No [ ]  |
| **Second referee** |
| Full name |       |
| Address |       |
| Email address |       | Tel No |       |
| Job title |       | Organisation |       |
| May we contact this referee prior to interview? (select as applicable) | Yes [ ]  / No [ ]  |

# Warnings and Disciplinary Issues

|  |  |
| --- | --- |
| Have you ever been dismissed or have you ever resigned in the face of a dismissal or warning? (select as applicable) | Yes [ ]  / No [ ]  |
| Have you ever been the subject of any allegations in relation to the safety and welfare of children, young people and/or vulnerable adults, either substantiated or unsubstantiated? | Yes [ ]  / No [ ]  |
| If you have answered yes to the above question, you must supply details on a separate sheet of paper, place it in a sealed envelope marked ‘Confidential - For the attention of the Recruitment Support Team’ and attach it to your application form. |
| I have attached details requested  | Yes [ ]  / No [ ]  |
| **Please list any disciplinary offences or warnings you have received at any time, or state if not applicable.** |
| Reason for warning | Date | Name/address of employer |
|       |       |       |

#

# Prohibition Orders on Teaching Assistants

|  |  |
| --- | --- |
| Have you ever been employed as a teacher, member of the school leadership team, or an instructor in a maintained school, academy, independent school or in the FE or HE sector? | Yes [ ]  / No [ ]  |
| Have you ever been prohibited from teaching? | Yes [ ]  / No [ ]  |
| If YES, please give details below including the date of prohibition, and the reason. |
|       |

# Rehabilitation of Offenders Act 1974

You are required to declare any criminal convictions (including bind over and cautions) which are not “spent” in accordance with the Rehabilitation of Offenders Act 1974. Some of our posts carry exempt status under the provisions of the Act for which you are required to declare any convictions regardless of whether or not the time limit has elapsed.

|  |
| --- |
| **For posts that are exempt under the Rehabilitation of Offenders Act 1974:** |
| Have you ever been convicted of a criminal offence?(select as applicable) | Yes [ ]  / No [ ]  |
| Are there any alleged offences outstanding against you? | Yes [ ]  / No [ ]  |
| **For all other posts:** |
| Do you have any criminal convictions which are not yet “spent”? | Yes [ ]  / No [ ]  |
| If YES to any of the above, please give details below or, if you prefer, attach details in a sealed envelope marked 'Confidential - For the attention of the Recruitment Support Team'. Failure to disclose, in accordance with the guidance, any information relating to criminal convictions may disqualify your application or result in dismissal without notice.  |
|       |

**Declarations**

You are required to declare any relationships with the Southfield Trust, whether direct or indirect, in your application.

|  |  |
| --- | --- |
| Are you a relative, partner or friend of anyone who currently works for The Southfield Trust? | Yes [ ]  / No [ ]  |
| If ‘YES’, please give details (stating School and job title if quoting an employee):      |
| Do you undertake any activities and/or responsibilities in connection with management committees of voluntary organisations? | Yes [ ]  / No [ ]  |
| If YES, please give details:      |
| Are you currently or have you previously been a Looked After Child of East Sussex County Council? | Yes [ ]  / No [ ]  |

# Declaration

|  |
| --- |
| I declare that the information given both on this application form and the attached equal opportunities monitoring form is true and correct. I understand that any false or misleading information, or omissions of information concerning criminal convictions, may disqualify my application or may render my Contract of Employment, if I am appointed, liable to termination. |
| Signed: |  |
| Date |       |
| Print name |       |
| **If form has been completed electronically** please place an ‘x’ in this box to indicate your consent🡪 | [ ]  |
| DPA logo**Data Protection Act 1998**The Southfield Trust will only process the information you have provided in this form for the purpose of recruitment and selection and, if you are successful in securing this position, for purposes relating to your employment. Your details will be kept both electronically and in hard copy. We will not disclose this information about you to outside organisations or third parties unless there is a legal requirement to do so, or for the prevention and detection of fraud. |

# How to return your form

|  |  |
| --- | --- |
| **For vacancies** please send your completed form direct to the school or electronically to: recruitment@thesouthfieldtrust.com |  |

If you are returning your application by post, please ensure you use the correct postage for the size, weight and thickness of your envelope in line with the revised posting system introduced in August 2006.

In the interests of economy an acknowledgement will be sent only if you supply a stamped addressed envelope. We look forward to receiving your application form.

# CONFIDENTIAL: Equal Opportunities in Employment – Monitoring Form

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

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

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

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

This information will not affect the consideration of your application.

|  |  |
| --- | --- |
| Job applied for |       |
| Job No. or Ref (if applicable) |       |
| How did you learn of this vacancy? | Worthwhile work campaign      Other       |
| Surname and initials |       |
| Age |       | Date of Birth |       |
| Gender | M [ ]  / F [ ]  |  |  |

## Ethnic Origin

This is the origin of your family rather than your nationality. For example, you could be British and your ethnic (family) origins could be any of the ones listed opposite, or a combination of them, or something more specific.

Please identify your ethnic origin either by putting an ‘x’ in ONE of the boxes below or by giving your own description in the space provided.

**a. White**

|  |  |
| --- | --- |
| British | [ ]  |
| Irish | [ ]  |
| Gypsy/Roma | [ ]  |
| Traveller of Irish Heritage | [ ]  |
| Any other White background | [ ]  |

**b. Mixed**

|  |  |
| --- | --- |
| White and Black Caribbean | [ ]  |
| White and Black African | [ ]  |
| White and Asian | [ ]  |
| Any other mixed background | [ ]  |

**c. Black or Black British If other, please specify:**

|  |  |
| --- | --- |
| Caribbean | [ ]  |
|  African | [ ]  |
| Any other Black background | [ ]  |

**d. Asian or Asian British**

|  |  |
| --- | --- |
| Indian | [ ]  |
| Pakistani | [ ]  |
| Bangladeshi | [ ]  |
| Any other Asian background  | [ ]  |

**e. Other ethnic groups**

|  |  |
| --- | --- |
| Chinese | [ ]  |
| Any other ethnic group | [ ]  |

## Disability Guidance

Where an applicant has a disability and they meet the essential criteria of the post they are automatically shortlisted for interview. This positive action helps ensure people with disabilities get their fair share of jobs.

The Equality Act 2010 says that a person is disabled if they have a mental or physical impairment or long term health condition which has a substantial adverse effect on their ability to carry out normal day-to-day activities.

If you consider yourself to be disabled please let us know. We would appreciate advice on any assistance you may require or reasonable adjustments we might arrange to enable you to attend or participate in the interview, in compliance with the Equality Act 2010.

|  |  |
| --- | --- |
| Do you consider yourself to be disabled as set out in the Equality Act? (select as applicable) | Yes [ ]  / No [ ]  |
| If YES, please describe your disability.      |
| If you need any assistance to attend or participate in the interview, please give details.      |

**Religion**

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

|  |  |
| --- | --- |
| Christian | [ ]  |
| Buddhist | [ ]  |
| Hindu | [ ]  |
| Jewish | [ ]  |
| Muslim | [ ]  |
| Sikh | [ ]  |
| Other religion | [ ]  |
| No religion | [ ]  |
| Prefer not to say | [ ]  |

**Sexual Orientation**

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

|  |  |
| --- | --- |
| Bisexual | [ ]  |
| Gay man | [ ]  |
| Gay woman / lesbian | [ ]  |
| Heterosexual / straight | [ ]  |
| Other  | [ ]  |
| Prefer not to say | [ ]  |

**Gender Identity**

Is your gender identity the same as the gender you were assigned at birth?

|  |  |
| --- | --- |
| Yes | [ ]  |
| No | [ ]  |
| Prefer not to say | [ ]  |

**Military Status**

Please identify your military status by putting an ‘x’ in the relevant box below, if required.

|  |  |
| --- | --- |
| Army Reserve | [ ]  |
| Regular Reserve | [ ]  |

**Employees with caring and parental responsibilities**

We value the contribution of carers, and we understand the additional pressures carers face in managing their work and caring responsibilities at the same time.

**Are you a carer?**

We consider a carer to be anyone who spends a significant proportion of their time providing unpaid support to family or friends. This could be caring for a partner, relative or friend who is ill, frail, disabled, or has mental health or substance misuse problems.

**Examples of caring activities**

A lot of people with caring responsibilities don’t identify themselves as being a carer. We consider you to be a carer if you provide:

* personal care such as help with bathing, washing, dressing, going to the toilet and administering medicines
* physical care such as help getting out of bed, walking, eating and feeding, getting out of the house and/or in the community and with shopping
* administrative support such as help with finances and filling in forms
* emotional support and company including listening, prompting, encouraging and raising confidence.

According to the definition of a ‘carer’ given above, do you have caring responsibilities for an adult?

|  |  |
| --- | --- |
| Yes | [ ]  |
| No | [ ]  |
| Prefer not to say | [ ]  |

**Are you a parent carer?**

The term parent carer means any person with parental responsibility for a child or young person with special educational needs or disability. It is an inclusive term and covers for instance foster carers, adoptive parents and other family members.

According to the definition of a ‘parent carer’ given above, do you have caring responsibilities for a disabled child under the age of 18 years?

|  |  |
| --- | --- |
| Yes | [ ]  |
| No | [ ]  |
| Prefer not to say | [ ]  |

**Are you a parent?**

We define a parent as:

* a mother, father, adopter, guardian, special guardian, foster parent or private foster carer of the child or a person who has been granted a residence order in respect of a child, or
* a person married to, or the civil partner of the child's mother, father, adopter, guardian, special guardian, foster parent or private foster carer of the child or person who has been granted a residence order in respect of a child.

Are you a parent of a child or children under the age of 17 years?

|  |  |
| --- | --- |
| Yes | [ ]  |
| No | [ ]  |
| Prefer not to say | [ ]  |

|  |
| --- |
| DPA logo **Data Protection Act 2018**The Southfield Trust will only process the information you have provided in this form for the purpose of recruitment and selection and, if you are successful in securing this position, for purposes relating to your employment. Your details will be kept both electronically and in hard copy. We will not disclose this information about you to outside organisations or third parties unless there is a legal requirement to do so, or for the prevention and detection of fraud.For further information, see [www.eastsussex.gov.uk/dataprotection](http://www.eastsussex.gov.uk/dataprotection) |