# WBC logo colour compact

**TEACHER APPLICATION FORM**

**SCHOOL:**

**POST APPLIED FOR:**

**Where did you see this post advertised?**

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

Please complete this form clearly in **black ink or typescript**. Please **do not** include a separate curriculum vitae. Please continue on a separate page if needed and indicate any continuation on this form.

**1 PERSONAL DETAILS**

|  |  |  |  |
| --- | --- | --- | --- |
| **Surname:** |  | **First Name:** |  |
| **Previous Surname:** |  | **Any other previous name changes:** |  |
| **Title:** |  | **NI Number:** |  |
| **Teacher No:** |  | | |
| **Home Address:**  **Postcode: Email:**  **Telephone Number: Mobile Number:** | | | |

**2 EDUCATION & QUALIFICATIONS**

Do you have Qualified Teacher Status (QTS)? **YES/NO**

Have you completed Induction? **YES/NO**

***Teachers appointed before 7 May 1999 are not required to have completed Induction.***

**If you are currently undertaking Teacher Training complete 2 and 3 and then go straight to number 7.**

Please give details of secondary and further education including any “A” levels or equivalent vocational courses below:

|  |  |  |  |
| --- | --- | --- | --- |
| **Dates attended from (mm/yyyy)** | **To (mm/yyyy)** | **Name of school/College/Other institution** | **Qualifications obtained and Grade/level** |
|  |  |  |  |

Please give any details of any Higher Education and equivalent courses below. Do not include any courses that you have not yet completed unless these are **not** related to Initial Teacher training.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Dates attended from (mm/yyyy)** | **To (mm/yyyy)** | **Name of University/Other institution** | **Qualifications obtained and Grade/level** | **Name of Awarding Body** |
|  |  |  |  |  |

**3 LIST ANY OTHER RELEVANT TRAINING UNDERTAKEN**

Please give details of any other professional or vocational qualifications you hold that are relevant to your application

|  |  |  |
| --- | --- | --- |
| **Dates obtained** | **Qualification and Grade / Level obtained** | **Name of Awarding Body** |
|  |  |  |

**4 CURRENT EMPLOYMENT**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Employer/LA** | **Name & Type of School** | | **No. on Roll** | **Age Group(s) Taught** | **Job Title** | **From** | **To** |
| **D/M/Y** | **D/M/Y** |
|  |  | |  |  |  |  |  |
| **Current Salary** | |  | | | | | |
| **Reason for Leaving** | |  | | | | | |

**5 ADDITIONAL ALLOWANCES**

|  |  |  |  |
| --- | --- | --- | --- |
| **SAFEGUARDED**  **ALLOWANCE** | **TLR** | **SEN** | **Recruitment & Retention** |
|  |  |  |  |

**6 PREVIOUS TEACHING EXPERIENCE**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Employer/LA** | **Name & Type of School** | | **No. on Roll** | **Age Group(s) Taught** | **Job Title** | **From** | **To** |
| **D/M/Y** | **D/M/Y** |
|  |  | |  |  |  |  |  |
| **Reason for Leaving** | |  | | | | | |
|  |  | |  |  |  |  |  |
| **Reason for Leaving** | |  | | | | | |
|  |  | |  |  |  |  |  |
| **Reason for Leaving** | |  | | | | | |
|  |  | |  |  |  |  |  |
| **Reason for Leaving** | |  | | | | | |
|  |  | |  |  |  |  |  |
| **Reason for Leaving** | |  | | | | | |

**7 TEACHER TRAINING**

This section should only be completed if you are currently undertaking Teacher training

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Name and address of College/University:** | | | | | | | |
| **Course of study:** | | | | | | | |
| **BEd** |  | **BA/BSc** |  | **PGCE** |  | **School Direct** |  |
| **Date when you gain Qualified Teacher Status (QTS):** | | | | | | | |

**8 TEACHING EXPERIENCE**

This section should only be completed if you are currently undertaking Teacher training

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Employer/LA** | **Name & Type of School** | **No. on Roll** | **Age Group(s) Taught** | **Job Title** | **From** | **To** |
| **D/M/Y** | **D/M/Y** |
|  |  |  |  |  |  |  |

**9 EMPLOYMENT EXPERIENCE OTHER THAN TEACHING**

Please include full-time, part-time and voluntary positions

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employer** | **Job Title/Responsibilities** | **Salary** | **From** | **To** |
| **D/M/Y** | **D/M/Y** |
|  |  |  |  |  |
| **Reason for Leaving** |  | | | |
|  |  |  |  |  |
| **Reason for Leaving** |  | | | |

**10 PERIODS NOT IN EMPLOYMENT OR TRAINING**

**You must account for every gap in employment or training since leaving Secondary School. Please ensure you use this section and continue on another sheet of paper if necessary.**

|  |  |  |
| --- | --- | --- |
| **Date** | | **Reason for Periods not in Employment or Training** |
| **From** | **To** |
|  |  |  |
|  |  |  |
|  |  |  |

1. **SUPPLEMENTARY INFORMATION IN SUPPORT OF YOUR APPLICATION**

Within this supplementary information, please include a statement of personal qualities and experience you believe are relevant to your suitability for the post advertised and how you meet the person specification.

1. **REFEREES**

Please provide details of two referees, who have recent professional knowledge of your work, one must be your present employer, or last employer if not currently employed. **For those undertaking Teacher training** please provide details of your college tutor and the Headteacher of a school where you have undertaken teaching practice.

**If any of your references relate to your employment at a school or college your referee must be the Headteacher or Principal.** References will not be accepted from relatives or from people writing solely in the capacity of friends.

**Applicants for Headteacher posts:**

Names, addresses and status of two people who can comment on your leadership/management skills and

suitability for this post. The referees should be your most recent employer and a Local Authority or

equivalent representative.

**It is our policy to take up references prior to interview. If you have any concerns about this please contact us.**

## First Referee

**Name:**

Position:

Address:

Post Code: Telephone No:

E mail:

**Second Referee**

**Name:**

Position:

Address:

Post Code: Telephone No:

E mail:

Where you are not currently working with children, but have done so in the past in either a paid or voluntary capacity, please provide details of a third referee to be from the employer where you were most recently employed/ volunteered to work with children.

**Name:**

Position:

Address:

Post Code: Telephone No:

Email:

Unless you have otherwise stated, references will be taken up if you have been selected for interview. Other previous employers may also be approached for information to verify particular experience or qualifications before interview. If your previous posts have involved working with children on either a paid or voluntary basis questions will be asked about disciplinary offences related to children, including any which the penalty is ‘time expired’ (that is where a warning could no longer be taken into account in any new disciplinary hearing for example) and whether you have been the subject of any child protection concerns (unless these were considered to be false, unsubstantiated or malicious) and if so the outcome of any enquiry or disciplinary procedure.

**13 DECLARATION OF CRIMINAL CONVICTIONS**

This post is exempt from the Rehabilitation of Offenders Act 1974. Under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 you are required to declare any information, subject to filtering rules, about convictions, past cautions or prosecutions pending. If after interview it is decided to offer you the post a check will be undertaken with the police prior to confirmation of your appointment. This post is subject to receipt of satisfactory Enhanced Disclosure clearance obtained from the Disclosure and Barring service

Please complete the enclosed form titled **Additional Job Application Question - Disclosure of Criminal Background**. This form provides further information about the filtering rules. Please note your application will not be accepted without it.

**General Data Protection Regulations (GDPR)**

The information you have supplied is required for the purpose of recruitment and selection only and is in accordance with Data Protection legislation

The information required is necessary for selection purposes and will be used by our school(s) for the selection and verification process in connection with any vacancy that arises.

By signing the declaration at the end of the application form, you give permission for your details to be used in this way.

If your application is unsuccessful your information will be retained for a period of 6 months after which it will be disposed of using appropriate process.

If you would like more information about how the school uses your data, please see the Privacy Notice on the school’s website.

**14 FOR PERSONS WHO ARE NOT BRITISH OR EU NATIONALS**

If you have any conditions related to your employment please give full details below:

**15 DECLARATION**

Are you related or have a close relationship within the Council (including Councillors and Governors)

### Yes/No If Yes please provide details

I have the legal right to live and work in the UK

**Yes/No**

**I declare that the information I have given on this form is complete and accurate and that I am not banned or disqualified from working with children nor subject to any sanctions or conditions on my employment imposed by a regulatory body or the Secretary of State. I understand that to knowingly give false information, or to omit information, could result in the withdrawal of any offer of appointment, or my dismissal at any time in the future, and possible criminal prosecution.**

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

##### WOKINGHAM BOROUGH COUNCIL SCHOOLS

##### STRICTLY CONFIDENTIAL

**ADDITIONAL JOB APPLICATION QUESTION -**

**DISCLOSURE OF CRIMINAL BACKGROUND**

You have been asked to complete this form because the role you have applied for is exempt from the Rehabilitation of Offenders Act 1974. The information disclosed on this form will not be kept with your application form during the application process.

Policy statement on recruiting applicants with criminal records

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore applicants are required to declare:

* All unspent convictions and conditional cautions
* All spent convictions and adult cautions that are not protected (i.e. that are not filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2020).

For further information on filtering please refer to [Nacro guidance](https://3bx16p38bchl32s0e12di03h-wpengine.netdna-ssl.com/wp-content/uploads/2020/11/What-do-I-need-to-disclose_.pdf) and the [guidance published by the Ministry of Justice](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/935747/draft-rehabilitation-offenders-act-1974-exceptions-order-1975.pdf) (see, in particular, the section titled ‘Exceptions Order’).

We recognise the contribution that people with criminal records can make as employees and volunteers and welcome applications from them. A person’s criminal record will not, in itself, debar that person from being appointed to this post. Any information given will be treated in the strictest confidence. Suitable applicants will not be refused posts because of offences which are not relevant to, and do not place them at or make them a risk in, the role for which they are applying.

All cases will be examined on an individual basis and will take the following into consideration:

* Whether the conviction is relevant to the position applied for.
* The seriousness of any offence revealed.
* Your age at the time of the offence(s).
* The length of time since the offence(s) occurred.
* Whether the applicant has a pattern of offending behaviour.
* The circumstances surrounding the offence(s), and the explanation(s) provided.
* Whether your circumstances have changed since the offending behaviour.

It is important that applicants understand that deliberate attempts to conceal the information requested in this form could result in disciplinary proceedings or dismissal. Further advice and guidance on disclosing criminal records can be obtained from [Nacro’s Criminal Record Support Service](https://www.nacro.org.uk/criminal-record-support-service/).

Criminal record declaration form (exempt positions)

If you are unsure about how to answer the questions on this form, please contact Nacro's Criminal Record Support Service on **0300 123 1999** or **helpline@nacro.org.uk**. All enquiries to this service are confidential. You will not be asked for any personal details, unless you want information or advice sent to you.

|  |  |  |  |
| --- | --- | --- | --- |
| Surname: |  | First name: |  |
| **Do you have any unspent convictions or conditional cautions?**  **Yes 🞏 No 🞏**  **Do you have any spent adult cautions (simple or conditional) or convictions that are not ‘protected’ as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended)?**  **Yes 🞏 No 🞏**  If you have answered yes to either question, you now have two options for disclosing your criminal record.  **Option 1:** You can disclose your criminal record on a separate sheet provided that you mark a cross on the line below and attach the details in an envelope stapled to this form. The envelope should be marked CONFIDENTIAL and state your name and details of the post.  I have attached details of my conviction separately\_\_\_\_\_ (please mark with an X if appropriate.)  **Option 2:** Please provide details in the space below. | | | |
| **DECLARATION**  I declare that the information provided on this form is correct. I understand that the declaration of a criminal record will not necessarily prevent me from being offered this role at *[insert name of organisation]*  **Signed: Date:** | | | |

**Please return this form to:**

**EXPLANATORY NOTE TO APPLICANTS AND STATEMENT OF POLICY ON THE RECRUITMENT OF PERSONS WITH A CRIMINAL CONVICTION**

The Council/ Governing Body is able (with your consent), to access records of criminal convictions to verify the information you supply. In the event of an offer of employment your written permission will be sought for this check to be undertaken with the Disclosure and Barring Service. (The Service is an executive arm of the Home Office which carries out criminal conviction checks for employers.) If you do not give your permission it will not be possible to consider your application further. As part of its checking procedure the Service will also check registers of persons found to be unsuitable to work with children or vulnerable adults which are maintained by the Disclosure and Barring Service Information on the Service, including their Code of Practice by which employers must abide, can be accessed on the internet at: <https://www.gov.uk/government/publications/dbs-code-of-practice>.

Wokingham Borough Council complies fully with the Code of Practice and undertakes to treat all applicants for positions fairly.  We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records.  Information received from the Service will be kept in strict confidence. You will be sent directly the results of your check by the Service.

**Having a criminal record will not necessarily bar you from working with us.**  The disclosure of a criminal record will only debar you from appointment if the selection panel, having considered carefully the following factors, determine this. The factors to be taken into account are: a. the responsibilities of the position, b. the vulnerability of children or adults supported, c. the nature of the offence(s), d. the number and pattern of offences (if there is more than one), e. how long ago the offence(s) occurred, f. the age of the offender when the offence(s) occurred.

We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.

If the Service check discloses a conviction which you had failed to declare this may disqualify you from appointment, or result in summary dismissal if the discrepancy comes to light after appointment.

EQUAL OPPORTUNITIES MONITORING

### PRIVATE AND CONFIDENTIAL

The School is an equal opportunities employer and aims to ensure people are recruited, selected, trained and promoted on the basis of job requirements, skills, abilities and other objective criteria. The School will ensure that no job applicant or employee receives less favourable treatment on the grounds of race, disability, age, gender reassignment, marriage or civil partnership, pregnancy or maternity, religion or belief, sex or sexual orientation or is disadvantaged by conditions or requirements which cannot be shown to be justified as being necessary for the safe performance of the job.

To ensure equal opportunities policies are being implemented and to comply with legislation please complete the form below and **return with your application form.** The information will be used for monitoring purposes and will not be available to those involved in the selection process.

This information is collected in line with GDPR guidelines. If you would like more information about how the school uses your data, please see the Privacy Notice on the school’s website.

|  |  |
| --- | --- |
|  | Please complete or select entry |
| Post Applied For |  |
| **Full Name** |  |
| **Gender:** | Female  Male |
| **Date of Birth** |  |
| **Marital Status** | Single / Married / Divorced / Separated / Widowed |

|  |  |
| --- | --- |
| I would describe my cultural and ethnic origin as:  Please select the appropriate description to indicate your cultural background. | |
| White - British |  |
| White - Irish |  |
| Any Other White Background |  |
| White and Black Caribbean |  |
| White and Black African |  |
| White and Asian |  |
| Any Other Mixed background |  |
| Indian |  |
| Pakistani |  |
| Bangladeshi |  |
| Any Other Asian Background |  |
| Black Caribbean |  |
| Black - African |  |
| Any Other Black Background |  |
| Chinese |  |
| Any Other Ethnic Group |  |
| The school seeks to make reasonable adjustments to the work environment and work practice to promote the employment of people with disabilities. To assist us in fulfilling our obligations under the Equality Act 2010 Act please answer the following questions:  Do you consider you have a disability? Yes/ No  (If yes, please provide details below) | |
| Printed Signature:  Date: | |

CONTINUATION SHEET