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| **Application for****Teaching Employment at The Pioneer Academy** |  | |
| Post applied for: |
| School: |  |

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| **Section 1 - Contact details** | | |
| Title: | | |
| First Name(s): Last Name: | | |
| Previous Name(s) (if applicable): | | |
| Present Address: | | Home Address (if different to present address): |
| Contact Telephone Number: | | |
| Contact Email Address: | | |
| **Section 2 - Status** | | |
| Do you have Qualified Teacher Status? | Yes  No  If Yes, please give date of award: | |
| Have you successfully completed a period of induction as a qualified teacher in this country where the DfE require this? | Yes  No  If Yes, please give date of completion:  If No, have you ever commenced a period of induction?  Yes  No  If Yes, please give details: | |
| Do you have a Teacher Reference Number? | Yes  No  If Yes, please provide: | |
| Are you subject to any conditions or prohibitions placed on you by the General Teaching Council for England (GTCE), prior to abolition in April 2012, or by the Department for Education?  Yes  No  **If Yes, please give full details on an additional sheet attached in a sealed envelope.** | | |

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| **Section 3 – Employment Record** | | | |
| **Present or Most Recent Employer** (including unqualified posts or teaching placements) | | | |
| Full Name of Establishment: | | | |
| Present Address: | | Full/Part Time: | |
| Line one: | | Date Appointed: | |
| Line two: | | Date left: (if applicable) | |
| Town: | | Notice period required: | |
| County: | | Salary Scale/Grade: | |
| Post Code: | | Present Salary: £ | |
| Position held: | | Details of any Special Allowances: | |
| Current year group taught: | |
| Main subjects taught: (if applicable) | |
| **Previous Teaching Employers** (please list most recent first & indicate any unqualified posts, voluntary work and trainee teaching placements) \* | | | |
| Name and Address of Employer and School/College | Position held  Year group(s) / subjects taught  Full time or part time | Dates  From/To | Reason for leaving |
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| Continue on a separate sheet if necessary | | | |

***\* All dates from the age of 18 years must be accounted for, including periods of education. Please explain any gaps in your employment history.***

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| **Other Employment and Experience \*** | | | |
| Name & Address of Employer | Type of Work/Activity & Position(s) Held  Full time or part time | Dates  From/To | Reason for leaving |
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| Continue on a separate sheet if necessary | | | |

***\* All dates from the age of 18 years must be accounted for, including periods of education. Please explain any gaps in your employment history.***

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| **Section 4 – Education, Qualifications and Training, including own school education** | | |
| **Teacher Training** | | |
| Please indicate below any awarded (or pending) teaching qualifications, including the qualification, the provider, the date warded (or due to be awarded), which age range and subject(s) you are qualified to teach. | | |
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| **Education** | | |
| Qualification(s) and/or Certificates gained including subjects & grades | Dates studied from/to, plus date awarded qualification | Name and address of School / Colleges, Universities or Institutes of Further Education |
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| **Section 5 – References** | |
| **Before completing this section please read the guidance notes attached carefully. References will be taken up if you are short listed prior to interview.** | |
| **Current/Most Recent Employer** | **Previous Employer** |
| Name: | Name: |
| Relationship to you: | Relationship to you: |
| Current Job Title: | Current Job Title: |
| Work address: | Work address: |
| Work Tel: | Work Tel: |
| Work E-mail: | Work E-mail: |
| Period known (years): | Period known (years): |
| May this referee be contacted if you are shortlisted?  Yes  No | May this referee be contacted if you are shortlisted?  Yes  No |

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| **Section 6 – Rehabilitation of Offenders Act – Declaration of Criminal Offences** | |
| Before completing this section please read the guidance notes attached carefully. Having a criminal record will not necessarily prevent you from gaining employment. **This post involves access to persons under 18 and is exempt from the Rehabilitation of Offenders Act 1974 by virtue of the Exception Order. This post is also subject to a satisfactory Enhanced Disclosure from the Disclosure and Barring Service.** | |
| Do you have any warnings, offences, convictions, cautions, bind overs, or are you currently undergoing criminal investigation? | Yes  No |
| If yes please give details of conviction(s) and date(s). | |

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| **Section 7 – Dismissal, disciplinary or capability procedures** | |
| **Before completing this section please read the guidance notes attached carefully. This will not necessarily prevent you from gaining employment.** | |
| Have you ever been a subject of disciplinary or capability procedures or been dismissed or resigned from a position pending disciplinary investigations taking place? If yes please give details on a separate sheet. | Yes  No |

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| **Section 8 – Asylum and Immigration Act 1996** |
| National Insurance No:  Do you require a work permit to work in the UK? Yes  No |

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| **Section 9 – Declaring an Interest** |
| Please give details if you are related to or have a personal relationship with an Elected Member or Officer of The Pioneer Academy or if you have any financial interest in contracts with The Pioneer Academy or pending tenders; or if you are currently employed by The Pioneer Academy: |

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| **Section 10 – Declaration** |
| Under the terms of the Data Protection Act 1998 and the General Data Protection (GDPR) the information you provide in this application form and recruitmentmonitoring form will only be used for the purpose of assessing your suitability for employment, for monitoring The Pioneer Academy policies and procedures and human resource management purposes.  If you are unsuccessful this information will be retained on file for at least 6 months. The information may be used in internal proceedings to consider a complaint about the selection process and/or to defend The Pioneer Academy against a legal challenge to the fairness of the selection process from any interested party.  The Pioneer Academy is under a duty to protect the public funds it administers and to this end it must use the information you have provided on this form within its authority for the prevention and detection of crime and fraud. It may also share this information with other bodies administering public funds solely for this purpose.  I understand the information above and hereby   1. Declare that the information provided in this application form and recruitment monitoring form is correct to the best of my knowledge and belief. I understand that information that The Pioneer Academy deems to be false, misleading or incomplete will justify withdrawal of an offer of appointment or my dismissal from The Pioneer Academy’s service. 2. Agree that the information I give The Pioneer Academy in connection with this application for employment may be stored and processed for the purposes stated above. 3. Consent to The Pioneer Academy undertaking any checks it may deem necessary in connection with my application. 4. Agree to The Pioneer Academy asking my previous employers questions regarding my sickness and disciplinary record and give my consent for my previous employers to disclose this information. 5. Understand that canvassing of Elected Members directly or indirectly in connection with any appointment shall disqualify me.   Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| For Posts involving working with children or vulnerable adults the following declaration must also be completed:  I confirm I am not on the Children’s Barred List, or otherwise disqualified from working with children or vulnerable adults or subject to any sanctions imposed by a regulatory body (including but not limited to) the General Teaching Council for England (GTCE), prior to abolition in April 2012, or by the Department for Education or General Social Care Council (GSCC). I understand that the provision of false information may possibly result in referral to the police.  Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

The Pioneer Academy is committed to a policy of equality and diversity for all staff regardless of race, religion, sex, sexual orientation, disability or any other factor. Our Diversity Policy demonstrates a commitment to all job applicants. With this in mind, all stages of the recruitment process will be monitored.

**Recruitment Monitoring Form**

This sheet will be separated from your application form upon receipt and will not be made available to those involved in the selection process.

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| **Section 11 – Personal details** | | | | |
| **A. Sex** | Male | | Female | |
| **B. Age** | Date of Birth: | | Age: | |
| **C. Ethnic Group** | **a. White** |  | **b. Mixed** |  |
|  | British |  | White and Black Caribbean |  |
|  | Irish |  | White and Black African |  |
|  | Any other White background Please give details: |  | White and Asian |  |
|  |  |  | Any other Mixed background Please give details: |  |
|  |  |  |  |  |
|  | **c. Asian or Asian British** |  | **d. Black or Black British** |  |
|  | Indian |  | Caribbean |  |
|  | Pakistani |  | African |  |
|  | Bangladeshi |  | Any other Black background Please give details: |  |
|  | Any other Asian background Please give details: |  |  |  |
|  |  |  |  |  |
|  | **e. Chinese or other ethnic group** | |  |  |
|  | Chinese |  |  |  |
|  | Any other, please give details |  |  |  |
| **D. Nationality:** |  | | | |
| **E. Religion** | Christian |  | Muslim |  |
|  | Hindu |  | Sikh |  |
|  | Jewish |  | Buddhist |  |
|  | Jehovah Witness |  | None |  |
|  | Any Other Religion |  |  |  |
| **F. Sexual Orientation** | Bisexual |  | Lesbian |  |
|  | Gay |  | Prefer Not to Say |  |
|  | Heterosexual |  |  |  |

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| **Section 12 - Disability** |
| The Pioneer Academy is committed to ensuring that employees who have a disability are given every possible assistance in the workplace, and have achieved the ‘Positive about Disabled People’ award, which gives all disabled applicants who meet the essential criteria in the person specification the opportunity to be interviewed. |
| **What do we mean by a disability?**  The Disability Discrimination Act defines disability as ‘a physical or mental impairment with long term, substantial effects on ability to perform day to day activities.  **Examples of Disabilities**  The following list of conditions or impairments is given as a guide only and is not meant to be exclusive. We have provided this list as it may help you to answer the question.   * Hearing, Speech or Visual Impairments – if you wear glasses or contact lenses this is not normally considered a disability * Co-ordination, dexterity or mobility e.g. polio, spinal cord injury, back problems, repetitive strain injury * Mental health e.g. schizophrenia, depression, severe phobias * Speech Impairment e.g. stammering * Learning Disabilities e.g. Down’s syndrome * Other Physical or medical conditions e.g. diabetes, epilepsy, arthritis, cardiovascular conditions, haemophilia, asthma, cancer, facial disfigurement, sickle cell, dyslexia etc. |
| **Guaranteed Interview Scheme**  As part of our commitment to equalities and diversity, we operate two schemes to ensure that candidates are not prevented from demonstrating their true abilities during the selection exercise.   * **The Guaranteed Interview Scheme** – we will interview all applicants with a disability who meet the minimum criteria for the post and consider them on their abilities   We have a commitment to make **Reasonable Adjustments** to our recruitment and selection processes, where appropriate, this is to ensure that no candidate, whether or not they have a disability, is unfairly prevented from demonstrating their true abilities. |
| Do you consider yourself to be disabled? Yes  No |
| Please state the type of disability you have: |
| Please give details of any reasonable adjustments you may require: |

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| I understand that the Declaration in Section 10 applies to this monitoring form as well as the main application form. | |
| Signed: | Date: |

# **General Information**

The following information is designed to help you complete the application form as effectively as possible. Please contact a member of the Schools HR Service, if you require assistance in completing the form, or need the form in an alternative format.

The Pioneer follows a policy of Valuing Diversity and has an equality action plan. We understand that our workforce consists of individuals who are unique and different and by harnessing these differences we will create an environment where every individual feels valued and encouraged, where talents are recognised, developed and utilised. This will help us meet our organisational goals.

Please read the job advertisement carefully paying particular attention to the job description and person specification.

# **SECTION 1 - Contact Details**

* Please complete this section fully.
* If you are currently working please make sure you indicate if you do not wish to be contacted at work.
* Please provide all previous names.

# **SECTION 2 - Status**

* Please complete this section fully.

# **SECTION 3 - Employment Record**

* Please complete this section in date order, beginning with your most recent teaching job and listing all teaching roles undertaken since leaving school/college. You must include all previous employment, including periods of voluntary work. Any breaks between employment or education and employment should be fully explained.
* Please continue with this section on a separate sheet if necessary.
* **Present/Most Recent -** As a generic form for all teaching posts, this section is for teachers who are currently employed. However, if your application is for a NQT post, it would be useful if you could provide information regarding your last teaching placement or any supply work.
* **Other Employment & Experience -** Please complete if applicable.

# **SECTION 4 - Education & Training**

* Please complete this section as fully as possible, we will require evidence of your highest and/or relevant qualifications before confirming an appointment and may check your qualifications with the relevant awarding body.
* Please only complete the questions about holding a driving licence if driving is a duty of the post.

# **SECTION 5 - Experience & Skills**

* This is the most important section and must be completed fully.
* During the short-listing process your teaching skills, experience and knowledge will be assessed against the selection criteria outlined on the person specification.
* It is therefore very important that you address all the areas identified in the person specification and give specific examples as to how you meet the selection criteria.
* You may have gained relevant experience through paid employment, or voluntary work in the community or in a school/college environment, etc.
* You may find it helpful to do a rough draft first making sure you have covered all the requirements of the person specification.

# **SECTION 6 - References**

* All offers of appointment depend on receiving references satisfactory to the School. You must give two referees that have had managerial/ supervisory responsibility for you, one of whom must be your Head Teacher with your current/most recent school.
* If you have not worked for some time or have not worked, give the name of someone who can comment on your ability to do the job.
* **Early Career Teachers -** Please ensure that references include a tutor or lecturer from your teaching college and a references from a mentor from one of your school placements, if appropriate.
* References will not be accepted from relatives or from people writing solely in the capacity of friends.
* The School reserves the right to ask for substitute referees, if the one you have provided are not deemed to be suitable.
* For certain posts we reserve the right to contact any previous employer for a reference at any time. We will specifically enquire about disciplinary offences, including any which are “time expired”, and whether the applicant has been the subject of child protection concerns, and if so, the outcome of that enquiry or disciplinary procedure. If you are not currently working with children but have done so in the past, that previous employer will be asked about those issues.
* You may ask to see these references, however some of the information may relate to a third party, e.g. authorship. This type of information cannot be disclosed to you unless the third party has consented for it to be released or your right to know this information outweighs the right to privacy of the third party.

# **SECTION 7 – Declaration of criminal offences**

* This post involves access to persons under 18 and/or who are disabled and is exempt from the Rehabilitation of Offenders Act 1974 by virtue of the Exception Order. You must therefore give details of any unspent convictions, cautions, reprimands, warnings, or if you are currently undergoing criminal investigation or have a court date set.
* **This post is also subject to a Disclosure and Barring Service Enhanced Disclosure.**

# **SECTION 8 – Dismissal, disciplinary or capability procedures**

* Please provide details on a separate sheet. This will be considered alongside all other information provided in your application and will not automatically prevent your application progressing further.

# **SECTION 9 - Asylum and immigration act 1996 - Eligibility to work**

* Please complete this section fully, relevant documentation will be checked for the successful candidate.

# **SECTION 10 – Declaring an interest**

* Failure to disclose an interest will disqualify you from being appointed to a post with The Pioneer Academy.

# **SECTION 11 – Additional information/special arrangements**

* Please provide dates and times when you are not available for interview, plus any additional information we may need to consider.

# **SECTION 12 - Declaration**

* Please read this section carefully before signing your application form.
* Failure to sign this part of form will disqualify you from being appointed to a post with The Pioneer Academy.

# **SECTION 13 – Recruitment monitoring – personal details**

* In order to make sure that The Pioneer Academy's policy on Valuing Diversity is working effectively, monitoring information needs to be collected and analysed. This information is confidential and monitored. It will not be used for selection purposes.

# **SECTION 14 – Recruitment monitoring - disability**

* The Pioneer Academy is committed to ensuring that employees who have a disability are given every possible assistance in the workplace, and have achieved the 'Positive about Disabled People' award, which gives all disabled applicants who meet the essential criteria in the person specification the opportunity to be interviewed.
* If you answer **YES** to the question and require any special arrangements at interview, please add these to Section 14. You will be asked at interview stage if you require any adjustments that would assist you at work if you were to be successful.

# **SECTION 15 - Advertising monitoring**

* This information is required to ensure that The Pioneer Academy can monitor the effectiveness of its recruitment advertising.

# **TEACHERS**

* In the event that you are unsuccessful in this application please indicate below should you wish to be considered for further teaching posts within The Pioneer Academy. Yes  No

# **CHECKLIST**

* Read through your completed application form carefully making sure you have fully answered all the questions.
* If you have completed separate sheets make sure that these are numbered and clearly marked with your name.
* Keep a copy of your application form for reference.
* Make sure you return the application form in plenty of time before the closing date appropriately stamped.

# **WHAT HAPPENS NEXT**

* Your completed application form will be used to decide whether or not you are selected for interview.
* Thank you very much for completing your application and recruitment monitoring form. We appreciate the time and effort you have taken to complete your form.
* If you have any queries, then please refer to the advertisement for contact details.