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| **Application for Employment (Confidential)**  **Teachers and Support Staff** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Post Details** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Job title: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Advert reference number: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| School or unit: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Closing date: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Your application should be returned to: | | | | | | | [Keighleyclusterhr@beckfoottrust.org](mailto:Keighleyclusterhr@beckfoottrust.org) | | | | | | | | | | | | | | | | | | | | | | | |
| Policy Statement: We are committed to the rights of the child, the child’s safety and emotional well-being, and the protection of the child from all forms of abuse. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Personal Details** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Last Name: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| First Name(s): | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Title: | | | | | | | Ms | | | | | | Mrs | | | | Miss | | | | | | Mr | | | | | | | Other |
| If other, please state: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Previous Name(s): | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Address (including postcode): | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Mobile phone number: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Home telephone: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Email address: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Do you hold a current driving licence? | | | | | | | Yes | | | | | No | | | | | | | | | | | | | | | | | | |
| National Insurance Number: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| How did you learn of this vacancy? | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Have you ever lived or worked outside the UK? | | | | | | | Yes | | | | | No | | | | | | | | | | | | | | | | | | |
| If yes, please provide details of dates and country: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| **Language Skills** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Do you speak or write any languages other than English? If so, please list: | | | | | | | |  | | | | | | | | | | | Speak ☐ | | | | | | Write ☐ | | | | | |
| Language 2 | | | | | | | |  | | | | | | | | | | | Speak ☐ | | | | | | Write ☐ | | | | | |
| Language 3 | | | | | | | |  | | | | | | | | | | | Speak ☐ | | | | | | Write ☐ | | | | | |
| **Current or most recent Employment(s)** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Post title: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Employer’s name: (including Local Authority, Diocese, school name, type and group number, if applicable) | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Employer’s address: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Employer’s telephone number: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Dates from: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Dates to: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Salary or wage: | | | | | | | £ | | | | | | | | | | | | | | | | | | | | | | | |
| Allowances, or additional salary points: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| If part time please show weekly hours: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Length of notice or date able to commence: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Has any previous employer expressed concerns and/ or taken any action, whether informal/formal (including suspension from duty) on your capability/performance or on any disciplinary matter (please tick if appropriate): | | | | | | | Capability/ Performance | | | | | Disciplinary | | | | | | | | | | | | | | | | | | |
| Brief description of duties: | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | |
| Reason for wishing to leave (please indicate if you do not intend to resign from your current post): | | | | | | | Click or tap here to enter text. | | | | | | | | | | | | | | | | | | | | | | | |
| **Previous Employment** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Dates  From | Dates  To | | | | Job Title and Employer  (including Location) | | | | | | Summary of Main Duties | | | | | | | | | | | Salary/ wage | | | | Reason for leaving | | | | |
|  |  | | | |  | | | | | |  | | | | | | | | | | |  | | | |  | | | | |
| Do you have any gaps in your employment/education history? | | | | | | | | | | Yes | | No | | | | | | | | | | | | | | | | | | |
| If yes, please explain the reasons for the gap and include the dates: | | | | | | | | | | Click or tap here to enter text. | | | | | | | | | | | | | | | | | | | | |
| **Education and Qualifications** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Please give details of your education and qualifications. Make sure you include professional qualifications. Please note that if you are appointed to a post where qualifications are an essential requirement you may be asked, before your appointment is confirmed, to present the original copies issued to you by the examining body (photocopies will not be acceptable) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Qualifications  Examination subjects, if applicable, indicate main/subsidiary subjects | | Results  Grade or classification | | | | | | | School, College  or University | | | | | | How obtained  (Full time, part time  or correspondence) | | | | | | Period of study From: | | | | | | | Period of study To: | | |
|  | |  | | | | | | |  | | | | | |  | | | | | |  | | | | | | |  | | |
| **Education and Qualifications** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| List all training undertaken including in-service courses. Please include membership and grade of professional organisation and any additional Training and d Professional Development undertaken. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Course and training details | | | Results | | | | | | | Where obtained | | | | | Full time, part time, residential | | | | | | | Dates From: | | | | | | | Dates To: | |
|  | | |  | | | | | | |  | | | | |  | | | | | | |  | | | | | | |  | |
| **Other Information from Teachers** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Teacher Reference number: | | | | | | | | | | Click or tap here to enter text. | | | | | | | | | | | | | | | | | | | | |
| Early Career Teacher (ECTs) | | | | | | | | | | Yes | | No | | | | | | | | | | | | | | | | | | |
| If you qualified as a teacher after 7th May 1999, please complete the following section. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Date when qualified: | | | | | | | | | | Click or tap here to enter text. | | | | | | | | | | | | | | | | | | | | |
| Date when completed induction: | | | | | | | | | | Click or tap here to enter text. | | | | | | | | | | | | | | | | | | | | |
| **Personal Statement** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Please ensure that you use the space below to submit a personal statement in support of your application. This should give any additional relevant information, including details of your professional, subject and leisure interests, and any skills, knowledge and experience to demonstrate that you meet the criteria specified in the personnel specification. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **References** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| It is our policy to take up references for shortlisted candidates. Please provide names and addresses of three referees, one of which should be your present or most recent employer. If you are known to your referee/s by a former name, please supply the name by which you were known. Your referee should have direct knowledge of your professional capacities and performance.  We may contact you to ask you to provide additional referees who have knowledge of your professional work.  If you are applying for a teaching post or working with children and are employed by another LA or an independent school your employer will be asked to provide a reference, in which the following will be required. Reference requests will ask for information relating to safeguarding, disciplinary and job performance issues along with other matters relevant to the post. If you are not currently employed by an LA or independent school please name three referees, one of which should be your present or most recent employer. Referees should have direct knowledge of your professional capacities and performance. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Name of referee | | | | Position and organisation | | | | | | | | Address for contact | | | | | | | | Email address | | | | | | | Tel No: | | | |
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| May we approach your present employer before the interview? | | | | | | Yes | | | | | | No | | | | | | | | | | | | | | | | | | |
| **Declaration** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Online Checks**  In accordance with our statutory obligations under Keeping Children Safe in Education, Beckfoot Trust is required to conduct an online search as part of our due diligence on shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which the trust might want to explore with you at interview.  We carry out these searches using a trusted third party provider (Social Media Check) and details of how to complete the check will be provided prior to interview. If you would like to inform us of anything that might come to light when we perform this search, please outline the details below:  **Immigration, Asylum and Nationality Act (2006)**  In accordance with the Immigration, Asylum and Nationality Act 2006, the employer will require new members of staff to provide documentary evidence that they are entitled to undertake the position applied for/have an ongoing entitlement to live and work in the United Kingdom. Therefore, all candidates shortlisted for interview are required to produce acceptable specified documentary evidence at interview.  I confirm that I am legally entitled to work in the UK.  **Safeguarding Vulnerable Groups Act (2006)**  The employer is obliged by law to operate a checking procedure for employees who have substantial access to children and young people.  I confirm that I am not barred by the ISA from working with or applying to work with children (and/or vulnerable adults if appropriate), or included on the ISA Children’s Barred List (or the ISA Adults Barred List if appropriate).  **Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 (as amended)**  Posts which involve substantial access to children are exempt from provisions contained within this Act under which the job applicants are entitled to withhold information about any previous criminal background which would otherwise be considered ‘spent’ under the terms of the Act. If the job for which you have applied involves substantial access to children and you have been shortlisted for the post, you will be provided with a form on which you will be asked to disclose any previous criminal background.  If you are the successful applicant, you will be provided with a Disclosure and Barring Service (DBS) application and consent form. Failure to complete this form will result in your application not proceeding any further. The possession of a DBS record will not automatically debar you from consideration for the post for which you have applied. Any information given will be treated as confidential and will only be used in relation to the post for which you have applied.  I agree that the appropriate enquiry may be made to the Disclosure and Barring Service.  **GDPR Data Protection Act (2018)**  Information from this application form may be held securely by the employing school of Beckfoot Trust. The employers are registered under the GDPR Data Protection Act (2018); individuals have the right of access to personal data concerning them.  I hereby give my consent for the information provided on this form to be held on computer or other relevant filing systems and to be shared with other accredited organisations or agencies (but only for reasons directly linked with your employment with the Trust) in accordance with the GDPR Data Protection Act 2018.  **Disclosure**  A candidate for any appointment with Beckfoot Trust must state below any known relationship to any member of the Board of Directors or existing employees holding a leadership position at Beckfoot Trust when making an application. A candidate failing to disclose such a relationship or seeking to improperly influence the recruitment and selection process shall be disqualified from appointment, or if appointed, shall be liable to dismissal without notice.  I DECLARE THAT ALL THE INFORMATION ON THIS FORM IS CORRECT TO THE BEST OF MY KNOWLEDGE AND I NOTE THAT THE WITHHOLDING, FALSIFICATION OR OMISSION OF RELEVANT INFORMATION BY A SUCCESSFUL CANDIDATE ARE GROUNDS FOR DISCIPLINARY ACTION WHICH MAY LEAD TO DIMISSAL.  ALL CANDIDATES APPLYING FOR EMPLOYMENT ONLINE OR VIA EMAIL WILL BE REQUIRED TO SIGN AND DATE THIS FORM IF INVITED TO ATTEND AN INTERVIEW. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Declaration Signed: | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | | |
| Declaration Date: | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | | |
| Are you related to a Director of the Board or Senior Leader at Beckfoot Trust? | | | | | | Yes ☐ | | | | | | No ☐ | | | | | | | | | | | | | | | | | | |
| If YES, give details: | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | | |
| **Equal Opportunities and Employment** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| We seek a workforce which reflects the community we serve. We welcome applications from those groups which are under-represented on our staff. Applicants for jobs are judged on their skills and suitability for the vacancy.  To monitor effectiveness of our policy, we ask all applicants on a voluntary basis to provide the information requested on this page. If you provide this information, it will be used only for administrative and monitoring purposes and will be confidential and not used to discriminate in favour or against any individual applicant and will not be used in the selection process.  Ethnic classification **Please Note:** These categories have been recommended to the employers by the Commission for Racial Equality and are being collected to assist us to monitor the effects of its equal rights policy and to meet the requirements of the Race Relations (Amendment) Act 2000. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| White | | | | | | English  Scottish  Welsh  Irish  Any other white | | | | | | | | | | 1  2  3  4  5 | |  | | | | | | | | | | | | |
| Mixed | | | | | | White & Black Caribbean  White & Black African  White & Asian  Any other mixed | | | | | | | | | | 6  7  8  9 | |  | | | | | | | | | | | | |
| Asian or Asian British | | | | | | Indian  Pakistani  Bangladeshi  Kashmiri  Any other Asian | | | | | | | | | | 10  11  12  13  14 | |  | | | | | | | | | | | | |
| Black or Black British | | | | | | Caribbean  African  Any other black | | | | | | | | | | 15  16  17 | |  | | | | | | | | | | | | |
| Other Ethnic Groups | | | | | | Chinese  Any other ethnic group | | | | | | | | | | 18  19 | |  | | | | | | | | | | | | |
| Gender: | | | | | | Click or tap here to enter text. | | | | | | | | | | | | | | | | | | | | | | | | |
| Date of birth: | | | | | | Click or tap here to enter text. | | | | | | | | | | | | | | | | | | | | | | | | |
| Job Sharing  If this post is full time and it has been advertised as being suitable for job sharing, please tell us whether you are applying for a full time post or willing to job share, or whether you would consider either. If you would like to job share this post but are unsure as to whether this is possible, please contact the school or department concerned. | | | | | | Full time | | | | | | | | Job share | | | | | | | | | | Either | | | | | | |
| **Disability** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Do you consider yourself to be disabled according to the definition below?  The Equality Act 2010 defines a person as having a disability if they have a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on their ability to do normal daily activities. | | | | | | Yes | | | | | | No | | | | | | | | | | | | | | | | | | |
| If YES, please give details: | | | | | | Click or tap here to enter text. | | | | | | | | | | | | | | | | | | | | | | | | |
| If you are selected for interview are there any special arrangements the school should make for you? | | | | | | Yes | | | | | | No | | | | | | | | | | | | | | | | | | |
| If YES, please give details: | | | | | | Click or tap here to enter text. | | | | | | | | | | | | | | | | | | | | | | | | |
| **Health** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Please note that you may be required to complete a medical questionnaire. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |