



SCHOOLS IN PARTNERSHIP  
**STEPHENSON**  
MULTI ACADEMY TRUST

**Job Application Form Confidential**

Please complete this form in **black ink** or **type** in the spaces provided. If you need more space, please continue on an additional sheet of paper. Please note we **cannot accept CVs**.

Application for the post of .....

Section/School .....

Department .....

**1. Personal details**

Title: .....

Full Name .....

Have you ever been known by any other  
previous name/ names. (If yes, please state  
details

Yes  No

Address .....

Postcode .....

Home telephone no. .... Work telephone no. ....

Mobile phone no. .... Email address .....

National Insurance (N.I.) no. ....

DFE Registration No. ....

Do you have QTS/QTLS? Yes  No

If yes to QTLS, please state your membership no. .... Date awarded .....

**2. Present employment**

Post	From Day/Month/ Year	To Day/Month/ Year	Employer/Employing body/ Nature of employment	Grade/Salary

**3. Notice required by present employer** .....

**4. Education and Professional Qualifications**

Secondary Education/ establishment(s)	From Day/Month/Year	To Day/Month/Year	Qualification(s) obtained	Grade
Further Education/Training establishment(s)				

**Particulars of College/University Education (including post experience Diploma/Degree Courses)**

Name of College/ University	From Day/Month/Year	To Day/Month/Year	Main Subject	Class of Degree	

**5. Membership of Professional Bodies**

Please give details of any professional body of which you are a member. Indicate those obtained by examination.

Professional body	Membership no.	Level of Membership	Date joined

**6. Additional information**

Please refer to the person specification and state how your career history (including all your previous paid, unpaid or voluntary work, or work at home), qualifications and training meet the criteria specified. Please remember, this information will be used as part of the selection process, so you must make your case in a concise, well-organised and positive way. This statement may be attached as a separate document, if preferred.

Knowledge

Skills/Abilities/Competencies

Experience

Special attributes



- 9.** Stephenson Multi Academy Trust requires a candidate for an appointment to disclose whether, to his/her knowledge, he/she is a partner or relative of any councilor or employee of the Stephenson MAT. A candidate who fails to do so is disqualified from such appointment. The Stephenson MAT will also disqualify any applicant who directly or indirectly seeks the support of any Member, Trustee and Governors for appointment with the Stephenson MAT.

Please state 'Yes' or 'No' whether you are so related	
If you answer 'Yes', please give their name and state the relationship.	

**10. Rehabilitation of Offenders Act**

The amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosure and Barring Service website.

Do you have any unspent convictions, cautions, reprimands or warnings?      Yes       No

If 'Yes', please give details of the conviction(s), caution(s), reprimand(s), warning(s) and date(s).	

This post is exempt from the Rehabilitation of Offenders Act and disclosure applies. In applying for this post, you are required to disclose the details of all unspent convictions, cautions, reprimands and warnings.

I confirm that I am not on the Barred List, disqualified from regulatory activity with Children or Vulnerable Adults, or subject to sanctions imposed by a regulatory body.

- 10a.** Do you subscribe to the Disclosure and Barring Service (DBS) Update Service?      Yes       No   
(please refer to the enclosed guidance for further information in relation to this service).

- 11. Are you disabled?** *(Please refer to the enclosed guidance notes before answering this question.)*      Yes       No

Reasonable Adjustments to the Shortlisting Process:
We welcome applications from disabled people. Please indicate in the box below if there is anything that we need to do, or take into consideration, to ensure that the shortlisting process is fair in relation to a disability.
Candidates with a disability who meet essential criteria will be invited for interview and will be asked in the invitation letter if they require any adjustments to be made to the interview or other selection activities.

**12. Section 15 to 25 of the Immigration, Asylum and Nationality Act 2006**

*(Please refer to the enclosed guidance notes before answering this question.)*

Do you have the right to work in the UK?

Yes  No

The successful applicant will be required to produce documentary evidence of their right to remain and take up employment in the UK.

**13.** Please state where the advertisement for the post was seen .....

**14.** The information provided in your application will be processed in accordance with the requirements of the Data Protection Act 1998. It will be treated as confidential and used only for the purpose of employment-related matters and the provision of workforce monitoring statistics.  
Checks will be undertaken to validate the information provided.

Under the Stephenson MAT liability to protect the public funds it administers, if you are appointed, the information provided may subsequently be shared with other departments of Stephenson MAT and with other relevant bodies solely for the purpose of prevention and detection of fraud.

**Online Searches following shortlisting:**

In line with the statutory guidance document Keeping Children Safe in Education (2023) the trust will conduct online searches after the shortlisting process for any candidates who accept an invitation to interview.

The purpose of the online search is to uncover any information that may suggest the candidate is:

- a potential safeguarding risk
- their appointment may damage the reputation of the trust or;
- they are unqualified for the role they have applied for

No recruitment decision will be made solely on the basis of an online search and all relevant information uncovered will be discussed with the applicant at interview. All online searches will be conducted by individuals who not involved in any other aspect of the recruitment process. No irrelevant information uncovered will be provided to the staff responsible for interviewing the job applicant.

All candidates will be treated consistently. The same online search for all shortlisted candidates will be undertaken consisting of:

- A Google search of the candidate's name linked to their current employer, previous employer, educational institutions attended, previous job titles and news articles.

I declare that the information I have given on this form is correct. I understand that providing false or misleading information is an offence which could result in my application being rejected, or, in the event of employment being obtained, may result in disciplinary action being taken, up to and including summary dismissal. In some circumstances it could also result in a referral to the police. I have read the Job Applicant Privacy Notice and give my consent for the personal data supplied to be used for the purposes of recruitment and selection as laid out in that notice.

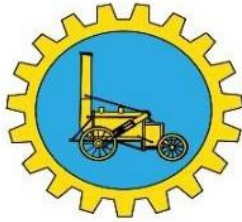
**Signature of Applicant** ..... **Date** .....

Stephenson MAT is an Equal Opportunity Employer.

Due to the need to minimise costs, acknowledgement of receipt of applications will only be sent out on the inclusion of a stamped, addressed envelope with your completed application form. After the closing date, if you have not received any further communication within four weeks, you should assume that your application has been unsuccessful. If this should occur, the Stephenson MAT would like you to apply for any other post which you may see advertised, and for which you feel you may be suitable. Applications for each post are considered entirely on their own merits, and lack of success in one application will not prejudice consideration given to future applications.

<b>Retention of Application Forms:</b>		
It is our policy to retain all application forms for unsuccessful applicants for a period of six months, after which time they are securely destroyed. If another suitable vacancy arises during that period which we think might suit your skills and experience, we may contact you to make you aware of the vacancy. Please indicate if you are happy for us to use your application form in this way (highlight preferred option or type YES/NO):	YES	NO





SCHOOLS IN PARTNERSHIP  
**STEPHENSON**  
MULTI ACADEMY TRUST

Stephenson Multi Academy Trust  
Warrington Road, Rainhill, Prescot,  
Merseyside, L35 6NY

**Tel:** 01744 677205

**Email:** mailmgr@rainhillhighschool.com

**Website:** www.rainhillhighschool.org.uk

Please contact us to request translation of Stephenson Multi Academy Trust information into Braille, audio tape or a foreign language



## Equal Opportunity Employment Policy

Stephenson MAT is an Equal Opportunity Employer. The aim of the policy is to ensure that no job applicant receives less favourable treatment on the grounds of gender, race, colour, nationality, marital status, sexuality, age, trade union activity, disability, political or religious belief, or is disadvantaged by conditions or requirements which cannot reasonably be shown to be justifiable.

### Monitoring: Job Applicant's Form

In order to ensure the successful development of this policy in relation to recruitment and selection, all applicants for jobs are requested to fill in the appropriate details as shown below. Existing employees of Stephenson MAT, as well as external applicants, are included in this monitoring scheme.

Questions 1 to 4 must be completed. Completion of Question 5 is optional.

**The information you supply will be treated as strictly confidential and will only be used for monitoring purposes. Copies will not be available to members of the selection panel.**

About the job for which you are applying...

Please provide the following information about the job for which you are applying:

Name of Applicant .....

Department ..... Post Title .....

Post Reference Number ..... Grade .....

About you...

1. Date of Birth 

D	D	M	M	Y	Y
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2. Please indicate your ethnic origin (Please tick the appropriate box.)

White				Mixed				
British	Irish	Any other White background	White and Black Caribbean	White and Black African	White and Asian	Any other mixed background		
Asian or Asian British				Black or Black British			Chinese or other ethnic group	
Indian	Pakistani	Bangladeshi	Any other Asian background	Caribbean	African	Any other Black background	Chinese	Other

3. Please state your gender and marital status (Please tick the appropriate box.)

4. Are you disabled? (Please tick the appropriate box.)

Gender		Marital Status			Disability	
Male	Female	Married	Single	Civil Partner	Yes	No

(Please refer to the enclosed guidance notes before answering this question.)

**Please note: It is important that you provide the above information**

5. What is your culture, belief or religion? - Providing this information is optional (Please tick the appropriate box.)

Atheist	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	No culture, belief or religion

Any other culture, belief or religion; please state:.....

## Applying for a job with Stephenson MAT

### Important advice in completing this application

Please complete this form in **black ink** or **type** in the spaces provided. If you need more space, please continue on an additional sheet of paper. Please note we **cannot accept CVs**.

Your application form plays an important part in your selection. Your completed form is the only basis for considering your initial suitability for the post. The following advice should help you to complete your application form as effectively as possible.

If you have a disability then help is available via the Supported Employment Team. Tel. 01744 677205.

### Some points to bear in mind before you start

Look carefully at the job description, person specification and application form. Ask yourself why you are interested in the job. Do not copy the same application form for a series of jobs.

Try to complete the form in a concise, well-organised and positive way.

Please use the application form provided, continuing on separate sheets if necessary. **Please do not** send a Curriculum Vitae (CV) instead of the application form.

Please remember to complete the Equal Opportunity Employment Policy Monitoring Sheet, as it is an essential basis for the Council to determine whether its Equal Opportunity Policy is working with regard to employment.

### Application form

*The following headings correspond to some of the appropriate sections in the application form:*

- |  |  |
|--|--|
| <b>Post Applied for:<br/>Department:</b>                     | The full title should be completed, and the relevant Section/School/ Department.   |
| <b>1. Personal details:</b>                                  | Make sure that your full name, address and telephone number are legibly written.   |
| <b>2/3. Present employment:<br/>Notice required:</b>         | If you are working, complete Section 2, giving the relevant details of your current job, and Section 3, indicating how much notice you have to give your employer.   |
| <b>4. Education and<br/>Professional<br/>Qualifications:</b> | Please refer to the person specification and ensure any qualifications required are listed in Section 4.<br>This information is used to assess whether you are fully qualified for the vacancy, so it is important to ensure nothing has been omitted. You will be required to produce evidence of qualifications obtained.  |
| <b>6. Additional information:</b>                            | Section 6 is probably the most important part of your application, as you have to make your case here for selection. Make sure you write in a concise, well-organised and positive way. Please refer to the person specification and state how your career history (including all your previous paid, unpaid/ voluntary work or work at home) meets the criteria specified. It is important to demonstrate how you meet the essential criteria. If a driving licence is required, please ensure you indicate this in the special attributes section. |
| <b>7. Referees:</b>  | All appointments are subject to receipt of two satisfactory references. You should provide details of two referees, one of whom should be your present or most recent employer. Councillors are not permitted to act as referees for any appointment.<br><br>References will only be considered after a selection has been made.   |

8. **Previous Employment:** Starting with your last employer, in Section 8, list all the employers you have worked for, providing the job title, the period you worked for them, the kind of work you did, your grade and salary, and the reason you left. This information may be used to assess whether you meet the experience requirement for the vacancy, State dates as day, month and year (e.g. 10th October 1998 as 10/10/98). Check that dates are correct and in reverse date order.
10. **Rehabilitation of Offenders:** The exemption of the Rehabilitation of Offenders Act applies to this post. You need to disclose unspent convictions, cautions, reprimands or warnings.  
**Convictions will not necessarily be a bar to obtaining a post.**  
If you have unspent convictions, cautions, reprimands or warnings and disclose them, consideration will be given to the nature of the offence stated and its relevance to the post applied for.
- 10a. **Disclosure and Barring Service. (DBS) Update Service** If you subscribe to this service and are successful in your application, with your consent, the Council will carry out a status check. For information about this service, contact [www.gov.uk/dbs-update-service](http://www.gov.uk/dbs-update-service)
11. **Disability:** Question 11 asks you to state whether you are disabled. This is to enable the Council to comply with the provisions of the Equality Act 2010.  
Under this Act, a disabled person is someone who has, or has had, a 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.  
The intention of the Act and Stephenson MAT Equal Opportunity Policy (see below) is to ensure that disabled people are treated fairly, and that reasonable provision will be made for individuals' particular needs, both at interview and subsequently in employment. In addition, it is our policy that all candidates with a disability who meet the minimum criteria for the job will be interviewed.  
**Equal Opportunities Policy:** As an employer and provider of services, Stephenson MAT aims to provide equality of opportunity for employees and users of its services. Stephenson MAT policy is to ensure that no job applicant, employee or service user receives less favourable treatment on the grounds of gender, race, colour, nationality, marital status, sexuality, age, trade union activity, political or religious belief or disability.  
As part of its recruitment and selection process, 4UFQIFOTPO MAT will consider and aim to meet all reasonable requests for adjustments to the literature produced or process to ensure that its policy can be applied.
12. **Immigration, Asylum and Nationality Act 2006:** This Act came into effect on 29 February 2008 and requires an employer to make thorough checks prior to employment to ensure that prospective employees are entitled to work in the United Kingdom. You will be required to produce documentary evidence of your right to remain and take up employment in the UK.
14. **Finally:** Check your application form to ensure that you have completed every section, and then sign and date the form.  
Please refer to advert for return address.

## Applying for a job with Stephenson MAT

### Recruitment of People with Past Convictions

#### Introduction

Local authorities have access to criminal records for those potential employees whose posts would involve responsibility for children and/or other vulnerable groups. This is referred to as 'Disclosure'. This Policy explains the purpose of Disclosure; what candidates for employment must disclose; how disclosed information will be considered and how it will affect employment; and who will consider the information. It also indicates how Disclosed information will be handled and destroyed.

#### Purpose of Disclosure

The primary purpose of Disclosure is to facilitate safe recruitment decisions. It will help prevent unsuitable people having access to jobs and positions that provide opportunity to harm children and vulnerable adults. It will provide information to help recruiters make more informed decisions about the suitability of those seeking to work in positions of trust.

#### What must candidates for employment disclose?

Anyone applying for a post where Disclosure applies is required to disclose the details of all unspent convictions, cautions, reprimands or warnings.

#### How will this information affect employment?

**Past convictions will not necessarily be a bar to obtaining a position.** If you have past convictions and disclose them, consideration will be given to the nature of the offence stated and its relevance to the post applied for. This will be considered by Registered Officers of the Council who specialise in the area of employment concerned. Disclosure will only affect you obtaining employment where the particulars of the offence make you an unsuitable candidate. The Registered Officers will consider the following:

- whether the convictions or other matters revealed are relevant to the position in question,
- the seriousness of any offence revealed,
- the length of time since the offence or other matters occurred,
- whether the applicant has a pattern of offending behaviour or other relevant matters, whether the applicant's circumstances have changed the offending behaviour or the other relevant matters.

The failure to disclose such convictions could, however, be seen as a deliberate attempt to gain employment by deception, and as such would result in the withdrawal of any offer of employment.

#### How will the information disclosed by an applicant be checked?

If a candidate is successful in their application for a post requiring Disclosure, they will be required to authorise the Authority to apply for disclosure of information from the Disclosure & Barring Service (DBS).

The DBS is a central government agency which provides information on criminal records, and people banned from regulated activity with vulnerable groups, including children. The application for Disclosure is made by the Authority to the DBS, who undertake to issue a response within 1 to 3 weeks. The response is in the form of a Certificate of Disclosure.

As part of its agreement with the DBS, the Authority conforms to the Codes of Practice it publishes regarding disclosure of convictions, cautions, reprimands and warnings. Copies of the Code of Practice are available by visiting the Disclosure and Barring Service website.

## **Will a candidate be given the opportunity to explain?**

Any matters revealed by a Disclosure that will affect a recruitment decision will be discussed with the candidate prior to a decision being made. Any dispute regarding the contents of the Disclosure will be referred to the DBS. Ultimately, it is the responsibility of the Registered Officer(s) to decide whether to offer the candidate a position.

## **How secure is Disclosed Information?**

Disclosure contains sensitive personal data which must be handled suitably and carefully and only by those in the organisation who are entitled to see it in the course of their duties, i.e. the Registered Officers.

As part of the agreement for access, the DBS will only provide information at the request of, and to, specified officers who are registered with them by MAT, referred to as 'Registered Officers'.

The Registered Officers must store confidential documents relating to Disclosure in secure conditions.

Those registered for Disclosure are:

1. The Head Teacher
2. The Chief Finance & Operations Director
3. The Human Resources Manager

It is an offence to disclose information provided by the DBS.

## **How long is information retained?**

Once a recruitment decision has been made, the Disclosure Certificate and associated correspondence will be retained for a maximum of 6 months. This period allows for any dispute about the accuracy of a Certificate or a recruitment decision to be made and considered. In the case of a dispute, Certificate information may be retained for a period of 6 months after resolution of the dispute.

Disclosures will be destroyed by suitable secure means, i.e. shredding, pulping or burning. They will not be kept in any insecure receptacle (e.g. waste bin or confidential waste sack) whilst awaiting destruction.

A record of the date of a Disclosure, the name of the subject, the type of Disclosure, the position in question, the unique number issued by the DBS and the recruitment decision taken will be retained.