JOB APPLICATION FORM

**SECTION 1 - POST DETAILS**

**Assistant Headteacher – Raising Achievement**

George Pindar School

Moor Lane

Eastfield, Scarborough. YO11 3LW

Closing Date: Midday on Tuesday 2 May 2017

**Please write in capital letters in black ink or type, do not include a CV.**

**This application form has been designed to exclude information that might lead to discrimination. Please refer to the accompanying guidance notes when completing your application.**

**SECTION 2 - PERSONAL DETAILS**

|  |  |
| --- | --- |
| Title: | First forename: |
| Other forename: | Surname: |
| Former Surname: | Other names: |
| Address line 1 | Address line 2 |
| Town | County |
| Postcode | Country |
| Home Phone No | Resident at this address since (Date) |
| Mobile Number | Work Number |
| Email Address: | |

**Please note correspondence regarding your application may be sent to your e-mail and/or postal address.  Applicants who have not heard within 21 days of the closing date are thanked for their application and are asked to assume that it has been unsuccessful on this occasion.**

**SECTION 3 - PERSONAL DETAILS CONTINUED**

Are there any restrictions to your residence in the UK which might affect your right to take up employment in the UK? Yes No

If Yes, please provide details:

If you are successful in your application would you require a work permit prior to taking up employment? Yes No

If Yes, please specify dates:

Date: From (Month/YYYY)

Date: To (Month/YYYY)

Have you ever lived and/or worked outside of the UK? Yes No

If Yes, please provide details:

Do you hold a Certificate of Good Conduct for your time spent abroad? Yes No

If yes, please provide the date of issue. Date:

Insert your National Insurance Number:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |

**SECTION 4 – SOURCE OF APPLICATION**

Where did you see the vacancy advertised?

Please specify:

**SECTION 5 – SECONDARY EDUCATION**

|  |  |  |  |
| --- | --- | --- | --- |
| **Subject** | **Qualification** | **Grade** | **Month and Year obtained (Mandatory)** |
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**SECTION 6 – FURTHER EDUCATION**

**Detail here any Further Education/Vocational/Professional Qualifications/Other Qualifications held or currently being studied (continue on a separate sheet if necessary)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **School, College or University** | **Subject** | **Qualification/Level** | **Grade** | **Year Obtained / Examination Date** |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
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**SECTION 7 – COURSES**

**Please give details of recent significant in-service training courses etc. attended. (Continue on a separate sheet if necessary).**

***(Teaching Roles Only - Newly Qualified Teachers are invited to outline key elements of their course and dissertation work)***

|  |  |  |
| --- | --- | --- |
| **Organising Body** | **Nature/Title of Course** | **Dates** |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

**SECTION 8 – MEMBERSHIP OF PROFESSIONAL BODIES**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Institute | Grade of Membership, Membership Number | Enrolment date | Examination date | Expiry date |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |

**SECTION 9 – REGISTERED COUNCILS**

Are you registered with the General Teaching Council? Yes No

|  |
| --- |
| **If you have answered Yes, please provide your Registration number** |

Are you registered with the Institute for Learning? Yes No

|  |
| --- |
| **If you have answered Yes, please provide your Registration number** |

***Teaching Roles only:***

Current salary point:

Date QTS awarded:

GTC number:

Induction period completed? Yes No

**If you have answered Yes, please confirm the date:**

**If you have answered No, please select the appropriate option below:**

Not yet started   
Stage 1 completed   
Stage 2 completed

**SECTION 10 – EMPLOYMENT DETAILS**

Have you previously worked for or are currently working for North Yorkshire County Council? *(An employee is defined as someone who is paid directly by NYCC and does not include those working in a voluntary capacity or via an agency)*

Yes No

|  |  |
| --- | --- |
| Manager’s name | Job Title |
| Place of work | Employment start date (Month/YYYY) |
| Employment end date (Month/YYYY)  (if applicable) | Reason for leaving |
| Number on roll (*teaching roles only)* | Age Range (*teaching roles only)* |
| Employee reference number |  |
|  |  |

**SECTION 11 – PRESENT OR MOST RECENT EMPLOYMENT**

|  |  |
| --- | --- |
| Name of Employer | |
| Local Education Authority | |
| Address line 1 | Address line 2 |
| Town | County |
| Postcode | Country |
| Post held | Grade |
| Number on roll (*teaching roles only)* | Age Range (*teaching roles only)* |
| Date of appointment (Month/YYYY) | Salary |
| Notice Required ( ) Weeks | Telephone number |
| Leave date (if applicable- Month/YYYY) | Reason for leaving (if applicable) |
| Summary of current job role; duties and responsibilities | |

**SECTION 12 – PREVIOUS EMPLOYMENT**

**List all your previous jobs (most recent first). Identify and account for any gaps in employment.**

|  |  |
| --- | --- |
| **Name of Employer** | |
| Address line 1 | Address line 2 |
| Town | County |
| Postcode | Country |
| Post held |  |
| Job Role Summary | |
| Grade / Salary | Date from (Month/YYYY) |
| Date to (Month/YYYY) | Reason for leaving (if applicable) |
| **Name of Employer** | |
| Address line 1 | Address line 2 |
| Town | County |
| Postcode | Country |
| Post held |  |
| Job Role Summary | |
| Grade / Salary | Date from (Month/YYYY) |
| Date to (Month/YYYY) | Reason of leaving (if applicable) |
| **Name of Employer** | |
| Address line 1 | Address line 2 |
| Town | County |
| Postcode | Country |
| Post held |  |
| Job Role Summary | |
| Grade / Salary | Date from (Month/YYYY) |
| Date to (Month/YYYY) | Reason of leaving (if applicable) |
| **Name of Employer** | |
| Address line 1 | Address line 2 |
| Town | County |
| Postcode | Country |
| Post held |  |
| Job Role Summary | |
| Grade / Salary | Date from (Month/YYYY) |
| Date to (Month/YYYY) | Reason of leaving (if applicable) |
| **Please provide details for any gaps in your employment history when you have not been in education, training or employment.**  **Please list dates and the reason (i.e. Travel, Parental leave etc)** | |
| Gaps in employment (including dates ((Month/YYYY)) | |

**SECTION 13 – REFERENCE OF PRESENT OR MOST RECENT EMPLOYMENT**

Please give the name and addresses of two referees (not relatives) one of whom should be your present employer (or last employer if not currently employed). If you are in, or have just completed, full time education, one referee should be from your College/University.

|  |  |
| --- | --- |
| Title | First forename |
| Other forename | Surname |
| Address line 1 | Address line 2 |
| Town | County |
| Postcode | Country |
| Telephone number | Email address |
| Occupation |  |
| Relationship to you? | Do you give permission for referees to be contacted prior to an offer of employment being made?  Yes No |

**Please note your referee should ideally be a previous line manager or someone in a position of authority.**

**SECTION 14 – REFERENCES**

|  |  |
| --- | --- |
| Title | First forename |
| Other forename | Surname |
| Address line 1 | Address line 2 |
| Town | County |
| Postcode | Country |
| Telephone number | Email address |
| Occupation |  |
| Relationship to you? | Do you give permission for referees to be contacted prior to an offer of employment being made?  Yes No |

**SECTION 15 – DECLARATIONS AND CONSENTS**

|  |  |
| --- | --- |
| Do you consider yourself to have a disability | Yes No |
| If yes, please detail any reasonable adjustments that you would require if you were selected to attend an interview/assessment event | |
| Are you related to any member or employee of the County Council? | Yes No |
| If you answered Yes, please provide details | |
| Are you related to a member of the School Governing Body? | Yes No |
| If Yes, please provide name(s) & relationship |  |
| I understand that canvassing of any Governors, Members or Officers of North Yorkshire County Council in connection with this appointment will disqualify me. | Yes No |

**Has any previous employer expressed concerns and/or taken any action, whether informal/formal (including suspension from duty) on the following: (Include any investigations or actions taken by your professional body)**

|  |  |
| --- | --- |
| Capability/Performance | Yes No |
| Please provide details: | |
| Disciplinary | Yes No |
| Please provide details: | |
| Are there any dates when you would not be available for interview in the near future? | Yes No |
| Please provide details: | |
| Please state the date on which you could take up duty if appointed |  |
| Do you hold a current driving licence? | Yes No |
| Driving licence number |  |
| Driving licence type | Paper Photo |
| Date valid from | (DD/MM/YY) |
| Issue Country |  |
| What type of licence is it? (eg full, provisional, HGV, PSV) |  |
| Do you have use of a car? | Yes No |
| I declare that the information contained in this application form is correct and understand that the Council will request to see proof of qualifications at the time of interview. | Yes No |
| I consent to North Yorkshire County Council recording and processing the information detailed in this application. North Yorkshire County Council will comply with their obligation under the Data Protection Act 1998. | Yes No |
| Have you ever been convicted of a criminal offence/received a caution, reprimand or warning? | Yes No |

**Under the Safeguarding Vulnerable Groups Act 2006, it is a criminal offence for a barred person to knowingly work, or apply to work in regulated activity with vulnerable groups.**

**As you are applying for a post which requires a DBS clearance, under the Rehabilitation of Offenders Act 1974, you are required to disclose full details of any ‘spent’ and ‘unspent’ convictions. If you answered Yes to this question, please provide details below.**

|  |  |
| --- | --- |
|  | |
| What was the date of the conviction(s)? | (DD/MM/YY) |
|  |  |

**SECTION 16 – SUPPORTING EVIDENCE**

|  |
| --- |
| **Please ensure that you have read carefully the job description and person specification for this role that you are applying for. In this section you are required to detail how your knowledge, skills and experience evidence that you meet the requirements for this post as detailed in the person specification and advertisement. Shortlisting and appointment to this post will be based on your ability to meet these requirements.**  **I confirm that the information that I have provided in support of this application is complete and true and understand that knowingly to make a false statement for this purpose may be a criminal offence.**  **Signature: ………………………………………………………...Dated:…………………………...**  **Return Address: Please return all completed applications to the schools address:**  **George Pindar School, Moor Lane, Eastfield, Scarborough, N. Yorks. YO11 3LW** |

**SECTION 17 – EQUAL OPPORTUNITIES MONITORING**

|  |  |
| --- | --- |
| **North Yorkshire County Council is committed to equality in employment. The Council’s aim is to ensure equality for all existing and prospective employees. In line with this North Yorkshire County Council are required to publish work force data.**  **In order to assist the Council with this aim please provide the information below in monitoring recruitment procedures for which your co-operation would be appreciated.**  **The information will not form part of our short listing, and will be separated from your application form upon receipt. The information provided will be used for statistical and monitoring purposes and to help us to develop our policies and practice and will be treated confidentially and be subject to the provisions under the current Equality Legislation and Data Protection Act.**  **Please refer to the Guidance Notes for Applicants for further information about this form.** | |
| Gender | Male Female  Prefer not to disclose |
| **Please note: the categories below are taken from the 2001 Census. The Council is required to use this format for its monitoring exercises.** | |
| What is your ethnic group? | White British White Irish  White Other Mixed: White and Black  Mixed: White and Black African  Mixed: White and Asian  Asian or Asian British  Asian or Asian British: Indian  Asian or Asian British: Pakistani  Asian or Asian British: Bangladeshi  Asian or Asian British: Other Asian  Black or Black British: Caribbean  Black or Black British: African  Black or Black British: Other Black  Chinese or Other Ethnic Group  Other |
| Please specify |  |

APPLYING FOR A JOB WITH NORTH YORKSHIRE COUNTY COUNCIL

**IMPORTANT ADVICE ON COMPLETING THIS APPLICATION**

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. Please ensure you address all the essential requirements listed in the specifications. The following advice should help you to complete the application form as effectively as possible.

## SOME POINTS TO BEAR IN MIND BEFORE YOU START

* Look carefully at the job description and application form. Ask yourself why you are interested in the job.9
* Don’t copy the same application for a series of jobs.
* If there is anything on the form that you do not understand or you need help to complete the form, please ring us.
* Please use the application form provided, continuing on a separate sheet if necessary. Applications will not be considered unless the application form has been completed
* Please do not send standard details of your own i.e. in the form of a curriculum vitae.
* We welcome applications from individuals interested in flexible working e.g. job share, term-time only, part-time etc.
* Health Screening. Any offer of employment with North Yorkshire County Council is subject to the satisfactory completion of pre-employment health screening

**Please note** that we can only consider applications from E. U. citizens and those holding valid UK visas.

Equal Opportunity Monitoring

North Yorkshire County Council is an equal opportunity employer committed to the elimination of discrimination throughout its employment practices. In order to ensure the assessment of applicants is based only on qualifications, experience, skills, abilities, knowledge and relevant personal factors, we have split the application form into Part 1 and Part 2. Information that could lead to bias or discrimination is included in Part 1 of the application form and Part 1 will be removed during the shortlisting and interview stages of recruitment. Shortlisting will be based on Part 2 of the form only.

Equal Opportunity Monitoring Form

North Yorkshire County Council is committed to a policy of Equal Opportunities in order to ensure that all applicants for employment are treated fairly. All information is treated in confidence. Selection criteria procedures will be reviewed frequently to ensure that individuals are selected and treated on the basis of their merits and abilities. Please return this form in an envelope marked private and confidential.

Disability

We welcome our responsibility to remove barriers from our selection process. We have tried to do this, but if you have a disability and identify any barriers in the selection process – job description, person specification, interview – please tell us of this in your application. We are committed to making reasonable adjustments for you to do the job wherever possible and need to know your needs in order to do so.

Disabled applicants that can demonstrate they meet the Essential criteria on the person specification will be offered an interview.

Rehabilitation of Offenders

If the post you are applying for requires you to have a Criminal Records Bureau check you will be required to disclose full details of your criminal history prior to your interview. This information may be discussed with you at your interview in order to assess job related risks, but we emphasise that your application will be considered on merit and ability and you will not be discriminated against unfairly. Failure to disclose this information will result in any offer of employment being withdrawn.

A CRB check will be carried out for successful applicants where the post applied for involves access to children and/or vulnerable adults. This check for disclosure of criminal history will include spent convictions, pending prosecutions / current court proceeding and police enquiries. In the event of employment, any failure to disclose such convictions will normally result in dismissal by the authority. Any information given will be completely confidential and will be considered only in relation to this application.

Information in Support of your Application

Every post advertised is supported by a full person specification. The specification lists all the essential skills, experience and qualifications which are necessary for the job and the criteria against which you will be assessed. Applicants should demonstrate they meet all the essential criteria in their application form and at the interview.

Rather than simply repeat your career history, look at the skills and experience required by the job and provide evidence that you possess them, preferably by giving specific examples.

When completing these sections, it is important to include part-time work undertaken on a voluntary basis, particularly if you have not been employed on a full-time basis before. Do not forget the skills and experience you have gained outside full-time work. If you have been out of paid employment for a long time or have never been employed, your job history may be less important than some of the responsibilities and experience you have had more recently. For example, you may have considerable domestic responsibilities or may organise social or community activities in your spare time or be active in a trade union. Outlining your previous work experience or other responsibilities may help you to uncover skills which you have taken for granted and which are clear signs of your ability to do the job.

Canvassing

You must not try to influence an elected Council Member, or any council employee, or if you are applying to a school, a member of the school governing body, to act in your favour, as this will disqualify you. If you are related to a Councillor. A Council employee or a governor you must indicate this in the relevant section of the application form.

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# Policy Statement on the Recruitment of Ex-Offenders

1. As an organisation using the Criminal Records Bureau (CRB) Disclosure Service to assess applicants’ suitability for positions of trust, North Yorkshire County Council complies fully with the CRB Code of practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.
2. North Yorkshire County Council is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.
3. We have a written policy on the recruitment of ex-offenders, which is made available to all Disclosure applicants at the outset of the recruitment process.
4. 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. We select all candidates for interview based on their skills, qualifications and experience.
5. A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, all application forms, job adverts and recruitment briefs will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.
6. Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. We request that this information is sent under separate, confidential cover, to a designated person within North Yorkshire County Council and we guarantee that this information is only seen by those who need to see it as part of the recruitment process.
7. Unless the nature of the position allows North Yorkshire County Council to ask questions about your entire criminal record we only ask about the “unspent” convictions as defined in the Rehabilitation of Offenders Act 1974.
8. We ensure that all those in the North Yorkshire County Councilwho are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.
9. At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to the withdrawal of an offer of employment.
10. We make every subject of a CRB Disclosure aware of the existence of the CRB Code of Practice and make a copy available on request.
11. We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.
12. Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

(Source [www.disclosures.gov.uk](http://www.disclosures.gov.uk))