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**Application form**

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| **Post applied for: Principal** |

# PLEASE COMPLETE IN BLACK TO FACILITATE PHOTOCOPYING

You are requested to complete this form, expanding text boxes where necessary.

When fully completed, please return the form by email to Gill Jones, CEO at [recruitment@whcfst.org.uk](mailto:recruitment@whcfst.org.uk)

In addition, please include a letter of no more than 2 pages, which supports your application.

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| **PERSONAL DETAILS** | |
| Surname/Family Name: | Preferred Title: Previous Surname: |
| First Name(s): | DoB: |
| Home Address: | Present Address (if different): |
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| Postcode: | Postcode: |
| Telephone (Home): | Telephone: |
| (Mobile): |  |
| (Work): | E-mail: |

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| **CURRENT EMPLOYMENT (if you are not employed as a teacher please give details as appropriate)** | | |
| Name of Establishment : | Employer: | |
| Type of School\*: | Number on Roll: | Key Stages: |
| Post Held: | Date Appointed: | |
| Total Annual Salary: £ | Full/Part-Time:  (if P/T show fraction of Full-Time, e.g.0.5, 0.8) | |
| Main scale point / TLR / UPS / Leadership point: |
| \*e.g. Primary, Voluntary Aided, Girls/Boys, Comprehensive, Independent | | |

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| **PREVIOUS EMPLOYMENT DETAILS** | | | | | | | | | | | | |
| Please list in chronological order, with precise dates if possible as this information may be used to assess salary.  For periods of part-time employment the decimal fraction of full-time should be shown or the average hours per week for hourly paid appointments. | | | | | | | | | | | | |
| a. IN EDUCATION (“Supply” teaching appointments need not be listed individually). | | | | | | | | | | | | |
| Employer and  Establishment | | Post and  Grade | Type of School  (11-16/1118, Mixed ) | Number on Roll | F/T or P/T | Reason for leaving | From | | | To | | |
| D | M | Y | D | M | Y |
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| b. OUTSIDE EDUCATION | | | | | | | | | | | | |
| Employer | Post and Grade F/T or P/T | | | | | Reason for Leaving | From | | | To | | |
| D | M | Y | D | M | Y |
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| HIGHER EDUCATION ESSENTIAL INFORMATION | | | | | | | |
| Establishment(s) | From | To | Full/Part Time | Qualification Awarded | | | |
| Degree | Class | Division | Date of Award |
| Degree: |  |  |  |  |  |  |  |
| Or Cert. Ed.: |  |  |  | Key Stage for which trained: | | | |
| PGCE: |  |  |  | Subject Degree: | | | |
| Other (state): |  |  |  | Subject PGCE: | | | |

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| **SECONDARY SCHOOL EDUCATION** | | |
| Establishment(s) | From | To |
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| Examinations (for **first teaching appointment only)** in LA-maintained school in England or Wales please give details of ‘A’ levels and GCSEs, or equivalent i.e. Subject, Date, Result/Grade) | | |

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| OTHER QUALIFICATIONS OBTAINED | | |
| Course and Organising Body | Date | Qualification |
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| **PERIODS NOT ACCOUNTED FOR IN PREVIOUS SECTIONS SINCE AGE 18 (please give details)** | From | | | From | | |
| D | M | Y | D | M | Y |
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| **IN-SERVICE TRAINING** Please give details of courses relevant to this post attended within the last three years. | |
|  | Date |
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| **LEISURE INTERESTS** |  |
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| REFERENCES | | |
| Please give the details of 2 referees who will be contacted should you be invited to interview and accept.  (If you are currently employed in a school, one referee **must** be your present Headteacher or Chair of Governors). | | |
| 1 | Name: | Role: |
| Address: | Day time telephone: |
|  | Mobile: |
|  | Organisation email: |
|  |  |
| 2 | Name: | Role: |
| Address: | Day time telephone: |
|  | Mobile: |
|  | Organisation email: |
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| If you are known to the referees by another name (e.g. previous name) please inform them of your present name and advise that we may be in contact. | | |

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| **Health** If you are successful in this application your appointment to this post will be subject to medical clearance. |

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| **Where did you see this vacancy?** |

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| **Are you a relative or partner of any employee, trustee or governor within the trust?** Yes / No  **If you lobby Trust Members, Governors or employees of the School either directly or indirectly, in connection with your application you will be disqualified.** |

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| Has someone else completed this form on your behalf?Yes / No  **If yes,** please provide the person’s name and an explanation: |

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| I declare that, to the best of my knowledge and belief, the information given on this application form and supplied with it, is correct.  I understand that any subsequent contract of employment with the WHCFS Trust will be made only on this basis, and that, if I falsify or deliberately omit any relevant information I could be dismissed. |
| Signature: |
|  |
| Date: |
| **Data Protection Act 1998: Assurance of Fair Processing:** We will hold on computerised records the details you supply on this and related forms. This will allow us to provide pay, human resources and related services if we employ you. We may disclose these details to organisations or individuals with whom we consult regarding human resource related matters.We will safeguard personal details and will not divulge them to any other individuals or organisations for any other purposes. |

When fully completed, please return the form by email to Gill Jones, [recruitment@whcfst.org.uk](mailto:recruitment@whcfst.org.uk) .

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# Person Specification Form

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| **Name:** |  |
| **Job Title:** | Principal |

**PLEASE COMPLETE IN BLACK TO FACILITATE PHOTOCOPYING. TEXT BOXES WILL EXPAND IF REQUIRED.**

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| **EXPERIENCE** | |
|  | |
| **KNOWLEDGE, SKILLS AND ABILITIES** | |
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| **EQUALITIES ISSUES** | |
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| **SAFEGUARDING** | |
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| **Please note that if you are invited to interview, you will be asked about the boundaries between adults and children in a school.** | |
| **Signed :** | **Date**: |

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**Monitoring Equality and Diversity in Employment**

This section of the application form will be detached from your application form and will be used solely for monitoring purposes and for verification of identity; we will not make this information available to those involved in the selection process for the job you are applying for.

West Herts Community Free School Trust recognises and actively promotes the benefits of a diverse workforce and is committed to treating all employees with dignity and respect regardless of race, gender, disability, age, sexual orientation, religion or belief. We have an Equal Opportunities Policy which aims to make sure that we treat everyone fairly.

To help us monitor this Policy, please answer the questions below. In order for your application to be considered completion of Section A is required. Completion of Section B is at your discretion.

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| **SECTION A** |  | | |
| **Your full name:** | | **Title:** | **Date of Birth:** |
| **Gender: (please specify)** | | **National Insurance Number:** | |
| **Other names you have been known by:** | | | |
| **Please state where you saw this post advertised:** | | | |

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| **SECTION B** | |  | | | | | | | | | | | | |
| **a) Ethnic Classification** Which of the following groups do you feel best describes your ethnic origin? | | | | | | | | | | | | | | |
| **Asian/Asian British** | Indian | | |  | Pakistani | | |  | Bangladeshi | |  | Other Asian background Please specify |  | |
| **Black/Black British** | Caribbean | | |  | African | | |  | Any other Black background | |  | Please specify background |  | |
| **Chinese or other Ethnic Group** | Chinese | | |  | Any other Ethnic group | | | | | |  | Please specify Ethnic Group |  | |
| **Mixed** | White and Black Caribbean | | |  | White and Black African | | |  | White and Asian | |  | Other Mixed background Please specify |  | |
| **White** | British | | |  | Irish | | |  | Any other Mixed background | |  | Please specify background |  | |
| **b) Disability** The Disability Discrimination Act defines disability as ‘a physical or mental impairment which has a substantial and long term effect on the person’s ability to carry out day to day activities’. | | | | | | | | | | | | | | |
| **Do you consider yourself to have a disability under the Disability Discrimination Act 1995?** (Please select Yes/No as appropriate) | | | | | | | | | | | | **Yes** | **No** | |
| **c) Sexual Orientation:** Which of the following do you feel best describes your sexual orientation? | | | | | | | | | | | | | | |
| **Lesbian** |  | | **Gay Man** | | |  | **Bisexual** | | |  | **Heterosexual** | | |  |
| **d) Religion/Faith/Belief:** Which of the following groups do you feel best describes your religion/faith/belief?Religion/Faith/Belief? | | | | | | | | | | | | | | |
| **Buddhist** |  | | **Christian** | | |  | **Hindu** | | |  | **Jewish** | | |  |
| **Muslim** |  | | **Sikh** | | |  | **No Religion** | | |  | **Other** please specify | |  | |

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**Declaration of Criminal Record - DBS Posts**

As stated at the application stage, the post you are applying for is exempt from rehabilitation of offenders act 1974 and therefore you are required to declare any unspent convictions, spent convictions, pending charges, current Police investigations, bind overs warnings, cautions or reprimands. For more information about the 'Rehabilitation of Offenders Act 1974" please visit [www.homeoffice.gov.uk](http://www.homeoffice.gov.uk) or [www.crb.gov.uk](http://www.crb.gov.uk)

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| **Name:** |  |
| **Post title:** |  |

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| **Details and Dates** *(Please write nil if non declared)* |
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| If you have declared any information that we believe to have a bearing on the requirements of the post, we may discuss the matter with you at the interview.  If we do not raise this record with you it is because we have taken the view that it should not be taken into account in deciding your suitability for the post at this stage. |
| At recommendation stage we will process a DBS Disclosure prior to formal offer. If the DBS is returned with a trace disclosure the following will occur:  You will be contacted to discuss your convictions at this stage. |
| Only relevant convictions and other information will be taken into account so disclosure will not automatically result in a bar to obtaining this position. |
| **Failure to declare a conviction that is later confirmed through the DBS procedure may result in your application not being pursued.** |

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| **Signed:** |  |
| **Date:** |  |

Assurance is given that this information will be treated confidentially and that personal information is obtained and processed fairly and lawfully; is only disclosed in appropriate circumstances; is accurate, relevant and not held longer than necessary and is kept securely.