



St. Aubyn's School

APPLICATION AND RECRUITMENT PROCESS

Explanatory Note

APPLICATION FORM

- Applications will only be accepted from candidates completing the enclosed Staff Application Form in full. CVs will not be accepted in substitution for completed Staff Application Forms in the absence of good reason.
- Candidates should be aware that all posts in the School involve some degree of responsibility for safeguarding children, although the extent of that responsibility will vary according to the nature of the post. Please see job description for the post.
- Accordingly, this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all conviction, cautions and bind-overs, including those regarded as 'spent' must be declared.
- Where appropriate the successful applicant will be required to complete a Disclosure from the Disclosure and Barring Service (DBS) (formerly the Criminal Records Bureau) at the appropriate level for the post.
- We will seek references on shortlisted candidates and may approach previous employers for information to verify particular experience or qualifications before the interview.
- If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to children or young persons, and whether you have been the subject of any child protection allegations or concerns. If you are not currently working with children but have done so in the past, that previous employer will be asked about those issues. Where neither your current nor previous employment has involved working with children, your current employer will still be asked about your suitability to work with children, although it may where appropriate answer 'not applicable' if your duties have not brought you into contact with children or young persons.
- You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected and possible referral to the police and/or DfES Children's Safeguarding Operation Unit.

INVITATION TO INTERVIEW

- If you are invited to interview, this will be conducted in person, and the areas which it will explore will include suitability to work with children.
- All candidates invited to interview **must** bring documents confirming any educational and professional qualifications that are necessary or relevant for the post (e.g. the original or certified copy of certificates, diplomas etc.). Where originals or certified copies are not available for the successful candidate, written confirmation of the relevant qualifications must be obtained from the awarding body.
- All candidates invited to interview must also bring with them:
 - A current DBS certificate
 - A current passport
 - A current driving licence including a photograph
 - A full birth certificate
 - A marriage certificate, where applicable
 - Evidence of a change of name if applicable
 - Inland Revenue correspondence showing NI number
 - A utility bill or financial statement showing the candidate's current name and address

Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.

CONDITIONAL OFFER OF APPOINTMENT: PRE-APPOINTMENT CHECKS

Any offer to a successful candidate will be conditional upon:

- Receipt of at least two satisfactory references (if these have not already been received.)
- Verification of identity and qualifications
- Verification of Right to Work in the UK
- A check at DfES List 99 and the Protection of Children Act List, as appropriate
- A satisfactory DBS Disclosure
- Verification of professional status such as GTC registration, QTS Status (where required), NPQH
- (for teaching posts) verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999)
- Where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as the School may require in accordance with statutory guidance.
- Verification of medical fitness in accordance with DfES Circular 4/99 Physical and Mental Fitness to Teach of Teachers and Entrants to Initial Teaching Training
- Satisfactory completion of the probationary period

WARNING

Where a candidate is:

- Found to be on DfES List 99 or the Protection of Children Act List, or the DBS Disclosure shows s/he has been disqualified from working with children by a Court; or
- Found to have provided false information in, or in support of, his/her application; or
- The subject of serious expressions of concern as to his/her suitability to work with children, the facts will be reported to the Police and/or the DfES Children's Safeguarding Operation Unit.