**Presdales School – Teaching Post**

**Guidance notes and information for applicants**

**INTRODUCTION**

The application process is in 2 parts in order to serve 2 separate purposes:

1. The main Job Application Form asks for detailed information about you and your work history. The purpose of the form is to make sure that, as far as possible, applicants who might be at risk to children are not considered for appointment. The detail that is asked for complies with national guidance on safe recruitment procedures for appointments to schools.
2. The Letter of Application is the key document that is used for shortlisting and selection. The Letter of Application should be used to demonstrate how you are able to meet the requirements set out in the Person Specification and the duties set out in the Job Description of the job in question.

Please note that simply saying that you can do something is not enough – an example is needed:-

|  |
| --- |
| **Example:** Ability to prioritise workload |
| In my current job I plan my work on a daily basis but adjust it when an urgent query or problem arises, e.g. when another team member unexpectedly calls in sick. I always raise any urgent issues with my manager. |

**You must complete all parts of the application form. CVs are not acceptable; neither is an application form that simply refers to an enclosed CV.**

**POST APPLIED FOR**

This might have already been completed for you. If not, please complete yourself.

**PERSONAL DETAILS**

The information given here will be used to contact you and to identify you accurately when contacting referees. The information will not be used in the selection process.

**CURRENT OR MOST RECENT EMPLOYMENT**

This section is set out as if you are currently in a teaching post. If you are not currently a teacher, please give us the details of your current employer and post, or your college or university if you are a student. Complete this section also if you are employed in a voluntary capacity. If you are currently not in employment, then say so here. At “pay scale” indicate whether you are currently paid on the main pay scale, upper pay scale, leadership scale etc.

**PREVIOUS EMPLOYMENT, VOLUNTARY WORK OR OTHER ACTIVITIES**

It is very important that you list your previous employment, voluntary work or other activities in chronological order. Please ensure that there are no gaps which are unaccounted for e.g. if you took time off to travel, then please include this information. This should go back as far back to when you were 18 years of age.

**QUALIFICATIONS AND TRAINING**

Make sure that you give all of the information needed. This should include qualifications and training that, whilst not essential, are useful and relevant to the job.

**TRAINING AND DEVELOPMENT**

Please list any training and development courses you have attended that are relevant to the post.

**LEISURE INTERESTS**

This is your opportunity to describe any interests or experiences that could be relevant to the post for which you are applying.

**REFERENCES**

References will be taken up before interview, so you need to be sure that your referees are willing and able to provide a reference. One reference must be your current Headteacher if you are currently employed as a teacher.

The ‘Status’ of each referee would be, for example, ‘current employer’ or ‘university tutor’. Each referee must be able to comment on your professional abilities. **Note that references from friends or relatives are not acceptable.**

We may approach previous employers who have not been identified by you as a referee and may seek further information from referees who have supplied a reference. Previous employers will be asked whether there are any concerns about your suitability to work with children.

**DECLARATION OF CRIMINAL OFFENCES**

Because of the nature of the work for which you are applying, you are required to disclose any criminal convictions, cautions or bind-overs which you have incurred, including any that would be regarded as ‘spent’ under the Rehabilitation of Offenders Act 1974 (Exception) (Amendment) Order 1986.

**DO YOU HAVE A CLOSE RELATIONSHIP WITH, AND/OR ARE RELATED TO, ANYONE IN SCHOOL OR A SCHOOL GOVERNOR?**

We need to know this in order to ensure a fair selection process. If you are related to anyone at the School, then we will avoid asking your relative or partner to be part of the selection process.

**Please ensure that you read the declaration thoroughly before signing and dating it. An electronic signature will be accepted. You application will not be considered complete unless it is signed.**

**HOW DID YOU FIND OUT ABOUT THIS JOB?**

Your answer to this will help us to identify how best to target applicants for similar posts in the future.

**RECRUITMENT MONITORING FORM**

In order to monitor the effectiveness of the school’s Equal Opportunities Policy, and to comply with the requirements of the Race Regulations Amendment Act 2000 you are required to complete this form.

**GENERAL INFORMATION TO CANDIDATES**

**CRIMINAL RECORDS CHECK**

The school is required to give you the opportunity to voluntarily declare all cautions, bind-overs, pending prosecutions, spent and unspent convictions. All posts in schools are exempt from the Rehabilitation of Offenders Act 1974(Exception) (Amendment) Order 1986. If you are appointed, you will be required to complete a disclosure application that will be sent to the Disclosure & Barring service (DBS). The existence of a criminal background does not automatically mean that you cannot be appointed but it may do so. Failure to declare a conviction, caution or bind-over may disqualify you from an appointment, or result in summary dismissal if the discrepancy comes to light.

**HEALTH ASSESSMENT CHECK**

If you are appointed and are new to the school, you will be required to complete a Pre-Employment Health Questionnaire. Your appointment will be subject to a satisfactory clearance.

**THE ASYLUM AND IMMIGRATION ACT 1996**

It is a criminal offence for the School to employ someone who does not have the right to work in the UK. If you are appointed you will be asked for documentary evidence of your right to work.