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| **Staff Application Form** | A close up of a logo  Description automatically generated |

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| Position applied for: | | |  | | | | | | | | | | | | | |
| Where did you see/hear about this post? (Please be specific) | | |  | | | | | | | | | | | | | |
| Section 1: Personal details | | | | | | | | | | | | | | | | |
| Title: Dr/Mr/Mrs/Miss/Ms  Other: | | | Forenames: | | | | Surname: | | | | | | | | | |
| Date of birth: | | | | | | | Former name(s): | | | | | | | | | |
| Preferred name: | | | | | | | | | |
| Teacher's RN number -previously DfE No (if applicable): | | | | | | | National Insurance number: | | | | | | | | | |
| Address: | | | | | | | Telephone number(s):  Home:  Work:  Mobile:  Email address: | | | | | | | | | |
| Are you eligible for employment in the UK? | | | | | | | | | Yes | | | |  | No |  | |
| Please provide details: | | | | | | | | | | | | | | | | |
| Do you have Qualified Teacher status? | | | | | | | | | Yes | | | |  | No |  | |
| Section 2: Education Please start with most recent | | | |  | | | | | | | |  | | | | | |
| Name of  school/college/university | | Dates - From & To (dd/mm/yy) | | | Examinations | | | | | | | | | | | | |
|  | |  | | | **Subject(s)** | | | | | **Result** | | | | **Date/Awarding Body** | | | |
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| Section 3: Other vocational qualifications, skills or training  Please provide details of any vocational qualifications or skills that you possess or training that you have received which you consider to be relevant to the role for which you have applied. | | | | | | | | | | | | | | | |
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| Section 4: Employment | | | | | | | | | | | | | | | |
| Current / most recent employer: |  | | | | | | | | | | | | | | |
| Current / most recent employer's address: | | | | | | | | | | | | | | | |
| Current / most recent job title: |  | | | | | | | | | | | | | | |
| Date started: | Date employment ended (if applicable): | | | | | Current salary / salary on leaving: | | | | | If part time please specify proportion: | | | | |
| Do you / did you receive any employee benefits? | | | | | | | | Yes | | |  | | | No |  |
| If so, please provide details of these: | | | | | | | | | | | | | | | |
| Position held /duties/responsibilities: | | | | | | | | | | | | | | | |
| Reason for seeking other employment: | | | | | | | | | | | | | | | |
| Please state when you would be available to take up employment if offered: | | | | | | | | | | | | | | | |

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| **Section 5: Previous employment and/or activities (including voluntary work) since leaving secondary education** | | | |
| **Dates - From & To (dd/mm/yy)** | **Name and address of employer** | **Position held/duties/responsibilities** |
|  |  |  |
|  | **If part time please specify proportion:** | **Reason for leaving:** |
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|  | **If part time please specify proportion:** | **Reason for leaving:** |
|  |  |  |
|  | **If part time please specify proportion:** | **Reason for leaving:** |

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| **Section 5: Previous employment and/or activities (including voluntary work) since leaving secondary education (continued)** | | | | | |
| **Dates - From & To**  **(dd/mm/yy)** | | | **Name and address of employer** | **Position held/duties/responsibilities** | |
|  | | |  |  | |
|  | | | **If part time please specify proportion:** | **Reason for leaving:** | |
|  | | |  |  | |
|  | | | **If part time please specify proportion:** | **Reason for leaving:** | |
|  | | |  |  | |
|  | | | **If part time please specify proportion:** | **Reason for leaving:** | |
| Section 6: Gaps in your employment  If there are any gaps in your employment history, eg sabbatical year, please give details and dates. | | | |
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| Section 7: Interests  Please give details of your interests, hobbies or skills - in particular any which could be of benefit to the School for the purposes of enriching its extracurricular activity. | | | |
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| **Section 8: ICT Experience**  Please give details of qualifications, skills/competence and experience with ICT | | | |
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| Section 9: Criminal record | | | | | | | |
| An offer of employment is conditional upon the School receiving an Enhanced Disclosure from the Disclosure and Barring Service (DBS) which the School considers to be satisfactory. The School applies for an Enhanced Check for Regulated Activity from the DBS (which includes a check of the Children's Barred List) in respect of all positions at the School which amount to regulated activity. It is unlawful for the School to employ anyone who is barred from working with children. It is a criminal offence for any person who is barred from working with children to attempt to apply for a position at the School. If you are successful in your application you will be required to complete a DBS Disclosure Application Form. Any information disclosed will be handled in accordance with any guidance and / or code of practice published by the DBS.  The School is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands and final warnings (including those which would normally be considered "spent" under the Act) must be declared, subject to the DBS filtering rules referred to in Appendix 1. If you have a criminal record this will not automatically debar you from employment. Instead, each case will be assessed fairly by reference to the School's objective assessment procedure (a copy of which is available from the School on request). It is a condition of your application that you answer the questions below. Before doing so please read Appendix 1. | | | | | | | |
| Have you been cautioned, subject to a court order, bound over, received a reprimand or warning or been found guilty of committing any criminal offence whether in the United Kingdom or in another country? You are not required to disclose a caution or conviction for an offence committed in the United Kingdom which is subject to the Disclosure and Barring Service filtering rules (see Appendix 1). | | | Yes | |  | No |  |
| Is there any relevant court action pending against you? | | | Yes | |  | No |  |
| If answering "YES" to any of the above, please provide details on a separate sheet and send this in a sealed envelope marked "confidential" with your application form. | | | | | | | |
| Section 10: References  Please supply the names and contact details of two people who we may contact for references. One of these **must** be your current or most recent employer. For candidates applying for a post working directly with children, if your current / most recent employment does / did not involve work with children, then your second referee should be from your employer with whom you most recently worked with children. Neither referee should be a relative or someone known to you solely as a friend. The School aims to take up references from all shortlisted candidates before interview. The School reserves the right to take up references from any previous employer. | | | | | | | |
| Referee 1 Title: | | Referee 2 Title: | | | | | |
| Name: | | Name: | | | | | |
| Organisation: | | Organisation: | | | | | |
| Address: | | Address: | | | | | |
| Telephone number:  Email address: | | Telephone number:  Email address: | | | | | |
| Occupation:  Relationship to applicant: | | Occupation:  Relationship to applicant: | | | | | |
| Section 11: Recruitment | | | | | | | |
| It is the School's policy to employ the best qualified personnel and to provide equal opportunity for the advancement of employees including promotion and training and not to discriminate against any person because of their race, colour, national or ethnic origin, sex, sexual orientation, marital or civil partnership status, religion or religious belief, disability or age. All new appointments are subject to a probationary period.  Ewell Castle School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. A copy of the School's recruitment policy and child protection policy is available for download from the School's website.  If your application is successful, the School will retain the information provided in this form (together with any attachments) on your personnel file. If your application is unsuccessful, all documentation relating to your application will normally be confidentially destroyed after six months. | | | | | | | |
| Section 12: Declaration | | | | | | | |
| * I confirm that the information I have given on this application form is true and correct to the best of my knowledge. * I confirm that I am not on the Children's Barred List, disqualified from working with children or subject to sanctions imposed by a regulatory body. * I confirm that I am not subject to a direction under section 142 of the Education Act 2002 or section 128 of the Education and Skills Act 2008 which prohibits, disqualifies or restricts me from teaching or being involved in the management of an independent school. * I understand that providing false information is an offence which could result in my application being rejected or (if the false information comes to light after my appointment) summary dismissal and may amount to a criminal offence. * I consent to the School processing the information given on this form, including any 'sensitive' information, as may be necessary during the recruitment and selection process. * I consent to the School making direct contact with the people specified as my referees to verify the reference. * I confirm that, to the best of my knowledge, I am not disqualified from working in early years provision or later years provision with children under the age of eight. * **I declare the following family or other relationship to existing employees or employers (Governors) of Ewell Castle School [canvassing or failure to disclose will disqualify] :**   **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**   * I understand that any offer of employment made by the school will be conditional upon verification of medical fitness. *(A medical examination is not a usual requirement but the school retains the right to request a certificate of medical fitness from a medical practitioner and/or the School’s medical advisor may, in certain circumstances, request access to medical records or refer to a medical clinician.)* | | | | | | | |
| Signed: |  | | | Date: | | | |
| Where this form is submitted electronically and without signature, electronic receipt of this form by the School will be deemed equivalent to submission of a signed version and will constitute confirmation of the declaration at Section 12. *Please note that evidence of identity and qualifications will be required if invited to interview.*  ***Data protection Act 2018*** *– The information or data which you have supplied may be processed and held on computer, and will be processed and held on your personal record if you are appointed. The data may be processed by the School for the purpose of equality monitoring, compiling statistics, and for keeping of other employment records. By signing and returning this application form you will be deemed to be giving your explicit consent to processing of data contained or referred to on it, including any information which may be considered to be sensitive personal data.* | | | | | | | |

**A close up of a logo

Description automatically generatedEqualities Monitoring Form**

**Ewell Castle School** wants to meet the aims and commitments set out in its equal opportunities policy. This includes not discriminating under the Equality Act 2010 and building an accurate picture of the make-up of the workforce in encouraging equality and diversity.

The organisation needs your help and co-operation to enable it to do this but filling in this form is voluntary.

Please return the completed form marked ‘Strictly confidential’ and send to **HR & Compliance Manager,** by email to[**recruitment@ewellcastle.co.uk**](mailto:recruitment@ewellcastle.co.uk)

**Gender** Man  Woman  Intersex  Non-binary  Prefer not to say  If you prefer to use your own term, please specify here …………………….

**Are you married or in a civil partnership?** Yes  No  Prefer not to say 

**Age** 16-24 25-29  30-34  35-39 40-44  45-49  50-54 55-59  60-64  65+  Prefer not to say 

**What is your ethnicity?**

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box

***White***

English  Welsh  Scottish  Northern Irish  Irish 

British  Gypsy or Irish Traveller  Prefer not to say 

Any other white background, please write in:

***Mixed/multiple ethnic groups***

White and Black Caribbean  White and Black African  White and Asian  Prefer not to say  Any other mixed background, please write in:

***Asian/Asian British***

Indian  Pakistani  Bangladeshi  Chinese  Prefer not to say 

Any other Asian background, please write in:

***Black/ African/ Caribbean/ Black British***

African  Caribbean  Prefer not to say 

Any other Black/African/Caribbean background, please write in:

***Other ethnic group***

Arab  Prefer not to say  Any other ethnic group, please write in:

**Do you consider yourself to have a disability or health condition?**

Yes No  Prefer not to say 

What is the effect or impact of your disability or health condition on your ability to give your best at work? Please write in here:

The information in this form is for monitoring purposes only. If you believe you need a ‘reasonable adjustment’, then please discuss this with your manager, or the manager running the recruitment process if you are a job applicant.

**What is your sexual orientation?**

Heterosexual  Gay  Lesbian  Bisexual 

Prefer not to say  If you prefer to use your own term, please specify here ……………………………………………….….

**What is your religion or belief?**

No religion or belief  Buddhist  Christian  Hindu  Jewish 

Muslim  Sikh  Prefer not to say  If other religion or belief, please write in:

**What is your current working pattern?**

Full-time  Part-time  Prefer not to say 

**What is your flexible working arrangement?**

None  Flexi-time  Staggered hours  Term-time hours 

Annualised hours  Job-share  Flexible shifts  Compressed hours 

Homeworking  Prefer not to say  If other, please write in:

**Do you have caring responsibilities? If yes, please tick all that apply**

None  Primary carer of a child/children (under 18) 

Primary carer of disabled child/children 

Primary carer of disabled adult (18 and over)  Primary carer of older person 

Secondary carer (another person carries out the main caring role) 

Prefer not to say 

ECS 06.02.2020

Appendix 1: Spent convictions and the DBS filtering rules

## Spent convictions

|  |  |  |
| --- | --- | --- |
| Sentence | Rehabilitation period  (in all cases the period commences from the date of the conviction) | |
|  | Aged over 18 at the time of the conviction | Aged under 18 at the time of the conviction |
| Prison sentence of more than 4 years | Never | Never |
| Prison sentence of more than 30 months but less than or equal to 4 years | Length of sentence + 7 years | Length of sentence + 3.5 years |
| Prison sentence, or sentence of detention, of more than 6 months but less than or equal to 30 months | Length of sentence + 4 years | Length of sentence + 2 years |
| Prison sentence, or sentence of detention, of less than or equal to 6 months | Length of sentence +2 years | Length of sentence + 18 months |
| Removal from HM Service | 1 year | 6 months |
| Service detention | 1 year | 6 months |
| Community order | 1 year | 6 months |
| Fine | 1 year | 6 months |
| Youth rehabilitation order | N/A | 6 months |
| Compensation order | Once paid in full | Once paid in full |
| Hospital order | At the end of the order | At the end of the order |
| Conditional discharge, binding over, care order, supervision order, reception order | At the end of the order | At the end of the order |
| Absolute discharge | Spent immediately | Spent immediately |
| Disqualification | End of the disqualification | End of the disqualification |
| Relevant order | End of the order | End of the order |

|  |  |  |
| --- | --- | --- |
| Conditional cautions | Once conditions end | Once conditions end |
| Caution, warning, reprimand | No period | No period |

Prison sentences of more than two and a half years are never considered spent.

## Filtering rules

You are not required to disclose information about spent criminal convictions for offences committed in the United Kingdom if you were over 18 years of age at the time of the offence and:

* 11 years have elapsed since the date of conviction;
* it is your only offence;
* it did not result in a custodial sentence; and
* it does not appear on the list of "specified offences".

You are not required to disclose information about a spent caution in relation to an offence committed in the United Kingdom if you were over 18 years of age at the time of the offence and six years has elapsed since the date it was issued, and provided it does not appear on the list of "specified offences".

You are not required to disclose information about a spent criminal conviction if you were under 18 years of age at the time of the offence and:

* five and a half years have elapsed since the date of conviction;
* it is your only offence;
* it did not result in a custodial sentence; and
* it does not appear on the list of "specified offences".

You are not required to disclose information about a spent caution if you were under 18 years of age at the time of the offence and two years has elapsed since the date it was issued, and provided it does not appear on the list of "specified offences".

The list of "specified offences" that will always be disclosed can be found at:

<https://www.gov.uk/government/publications/dbs-list-of-offences-that-will-never-be-filtered-from-a-criminal-record-check>.