



HEADTEACHER

CANDIDATE INFORMATION PACK

What's included within this pack?

Within this pack you will find both information and advice on applying for a role with Esteem Multi-Academy Trust including:

- Welcome from the Chair of Governors
- About Stanton Vale School
- About Esteem Multi-Academy Trust
- Job advertisement
- Job description and person specification
- Safeguarding and checks
- Application process and timeline
- Appendix A – application form

Welcome from the Chair of Governors

Dear prospective applicant,

Thank you for your interest in applying for the post of **Headteacher** at Stanton Vale School. Stanton Vale is an all age academy with students joining from age two and potentially staying with us until they are nineteen. The students have a range of needs and abilities, but mainly have severe, complex or profound and multiple learning disabilities. The academy has a growing reputation for working with more complex youngsters, which means our staff are skilled in supporting the physical and complex health needs of these students.

Stanton Vale School is a relatively small academy, with 85 students on roll. This gives the academy a close community atmosphere, where students feel safe and happy as they are supported and empowered to reach their full potential. We are proud of the fact that our academy is a great place, both to learn and to work.

The new Headteacher will be expected to further develop the academy and build on its many strengths and achievements. The successful candidate will work effectively with staff, governors, students and parents to provide a clear vision and leadership for Stanton Vale School. They will have a passion for developing students' learning in a safe, happy and creative environment while also having a commitment to maintaining the highest standards of teaching and learning.

We have a dedicated and talented staff team who have genuine ambition for the students they teach. Our governing body is supportive and challenging as well as being open to new ideas and fresh approaches. But it is the students who are at the heart of Stanton Vale School. It is their enthusiasm and drive that makes the academy such a special place.

Within this pack you'll find lots of information on the application process and about the academy. However, you may also wish to visit us and see for yourself the energy, enthusiasm and above all the joy for learning of the students here.

Thank you again for your interest in our academy; I wish you well with your application.

Yours faithfully,

George Roberts
Chair of Governors
Stanton Vale School

About Stanton Vale School

Stanton Vale School is a vibrant all age special academy located in Long Eaton, working with students primarily from the south east of Derbyshire but also from Derby City, Nottinghamshire and Leicestershire. Our students' complex needs can act as a barrier to effective learning. The academy has a strong reputation for multi-disciplinary work aimed at overcoming these challenges. We then build on this by focusing on what students can do.

Our most complex students benefit from a specialist sensory based approach and learn through an experiential curriculum. Our more able students spend time working on key skills of learning and, at an appropriate time, their curriculum may become more formal in line with their developing skills and understanding. For all our students, outcomes rooted in their Education Health Care Plan (EHCP) are the driver to their learning and individual curriculum. As with any special school, we ensure equality of opportunity for our students and work hard to provide a range of additional activities such as college visits, residential activities, community visits and enhanced provision in sports and especially the arts.

The academy also benefits from having a dedicated nurse on site as well as access to speech & language therapy, physiotherapy and occupational therapy. Strong links with parents and governors are fostered through a range of formal and informal events with the academy striving to be at the centre of its community.

The students benefit from access to a swimming pool on site as well as specialist teaching spaces such as a 'soft mobility room', library, adapted kitchens. Externally we have large grounds. Dedicated play spaces are complimented with an allotment, quiet area and an outdoor willow learning space. Students also spend time at The Long Eaton School as well as attending Central College as appropriate. The academy is a MOVE Centre of Excellence as the purpose of MOVE is to help children gain functional mobility. We have also been awarded the NAACE ICT Mark.

Further information about our academy can be found on the website at www.stantonvale.derbyshire.sch.uk.

About Esteem Multi-Academy Trust

Esteem Multi-Academy Trust currently comprises of eight academies throughout Derbyshire and east Staffordshire and is growing, with another support centre (pupil referral unit) and special school due to join us in April and June 2019 respectively.

Formed by a group of like-minded school leaders in August 2018, the MAT is responsible for the education and care of approximately 900 students and employs around 500 staff.

Esteem Multi-Academy Trust has a well-defined set of values and a clear vision for the MAT to become a regional hub in the Midlands for expertise in SEND and inclusion. We share a collaborative ethos, believing that our collective efforts will achieve a better outcome than we can as individual schools. Our academies focus on the holistic needs of the young person, due to students' vulnerabilities. So, 'joined-up thinking', between our academies and different agencies, is essential to deliver the right support for our students.

The main aims of Esteem MAT are to:

- Work collaboratively and strategically to secure high-quality education for all young people in our academies;
- Deliver a skills-based curriculum that is tailored to individual needs and the specific requirements of students attending our academies;
- Create economies of scale through commissioning services and purchasing resources;
- Share expertise, best practice and resources to ensure high standards and value for money;
- Exploit fully opportunities for collaborative, continual professional development.

As a group of academies working together, we can share and deliver better practice. We will be able to commission health, care and therapy services in a fully 'joined-up' way.

The advertisement

Headteacher – Stanton Vale School

Location: Stanton Vale School, Thoresby Road, Long Eaton, Nottingham, NG10 3NP

Salary: £59,265-£68,667 (Leadership 17–23)

Stanton Vale School is a vibrant all age (2-19) special school located in Long Eaton, working with students primarily from the south east of Derbyshire but also from Derby City, Nottinghamshire and Leicestershire. Our students have a range of needs, mainly Severe Learning Disabilities, Complex Learning Disabilities or Profound and Multiple Disabilities. The academy has a strong reputation in multi-disciplinary work and supporting students with significant health needs, to enable them to learn effectively.

We are seeking a dynamic and inspiring leader who is passionate about enabling our students to access educational opportunities via an individualised curriculum, and, wherever possible, enabling and supporting them to be active citizens in the wider community.

You must be able to demonstrate exceptional leadership and managerial skills, as well as having significant experience and knowledge of working with children and young people with a range of complex needs. As a skilled SEND practitioner, you will have proven success in leading a team in delivering a personalised curriculum to students with a broad range of needs including challenging behaviour and communication difficulties.

If you are a highly motivated and forward-thinking individual, with the energy and passion to change lives, coupled with proven experience of impacting on whole school development and improvement, this could be the opportunity for you.

We welcome applications from experienced senior leaders with:

- A demonstrable record of success in leading teams to deliver outstanding learning outcomes for children and young people with significant special educational needs

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- The ability to build excellent relationships with students, staff, parents, governors, other schools and officers in the multi-academy trust and the local community
 - The vision and skill to embrace, lead and manage change and improvement

Visits by potential applicants to Stanton Vale School are encouraged and welcomed. Please contact the academy directly to arrange an appointment on 0115 972 9769.

Stanton Vale School is part of Esteem Multi-Academy Trust.

For more information and an application pack, please contact Karen Clarke, PA to Chief Executive Officer, on 01623 859749, via email to kclarke@esteemmat.co.uk or visit our web site at www.esteemmat.co.uk/jointheteam.

Closing date for applications: 12:00 Noon on Wednesday 20th March 2019

Assessment day: Monday 8th April 2019

Interviews: Tuesday 9th April 2019

Please only use the application/monitoring forms enclosed within the Pack; CVs will not be accepted. Please submit your forms with a covering letter directly to Esteem Multi-Academy Trust to kclarke@esteemmat.co.uk by the closing date.

Stanton Vale School and Esteem Multi-Academy Trust are committed to safeguarding and promoting the welfare of all its students. We expect all staff, volunteers and agency staff to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided.

Job description and person specification

Job Description: Headteacher

Stanton Vale School, Esteem Multi-Academy Trust

Post Title:		Headteacher
Location:		Stanton Vale School
Purpose:		<ul style="list-style-type: none"> To provide high quality strategic vision, leadership and professional management of the school To formulate the aims and objectives of the school and establish policies to achieve those aims To manage staff and resources to achieve the school's aims and objectives and to provide the highest standard of SEN education To lead by example and model best practice regarding professional conduct, workload and personal development To be a member of the Executive Team of Esteem MAT, supporting the CEO in the strategic development of the trust.
Reporting to:		Chief Executive Officer (CEO) and Trust Board
Responsible for:		<ul style="list-style-type: none"> Senior management team Business Support Team
Liaising with:		The Board of Trustees The Executive Team (other Academy Headteachers) Headteacher networks regionally and nationally Local Authority
Salary/Grade:		£59,265 – 68,667 (Leadership 17 – 23)
Disclosure level		Enhanced
PRINCIPLE RESPONSIBILITIES		
To Achieve the Above		<ul style="list-style-type: none"> Lead by example, holding and articulating clear values and moral purpose, and focusing on providing excellent education for all pupils Build positive relationships with all members of the school community, showing positive attitudes to them

		<ul style="list-style-type: none"> • Keep up to date with developments in SEN education and good SEN practice, and have a good knowledge of education systems locally and nationally • Ensure the safeguarding and welfare of all pupils • Support strategic, curriculum-led financial planning to ensure effective use of budgets and resources • Communicate the school’s vision compellingly and drive strategic leadership • Seek training and continuing professional development to meet own needs • Plan and lead the development of an innovative and appropriate curriculum • Demand ambitious standards for all pupils, instilling a strong sense of accountability in staff for the impact of their work on pupil outcomes • Ensure that information and data is used to drive improvement and track pupil progress • Ensure excellent teaching in the school, including through training and development for staff • Create an ethos within which all staff are motivated and supported to develop their skills and knowledge • Identify emerging talents, coaching current and aspiring leaders • Hold all staff to account for their professional conduct and practice • Ensure that the school’s systems, organisation and processes are well considered, efficient and fit for purpose • Implement systems for managing the performance and welfare of all staff, addressing any underperformance, supporting staff to improve and valuing excellent practice • Welcome and work with the governing board as appropriate, providing the information it needs to govern effectively • Support distribution of leadership throughout the school • Create an outward-facing school which works with other schools and organisations to secure excellent outcomes for all pupils
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		<ul style="list-style-type: none"> • Develop effective relationships with fellow professionals • Model entrepreneurial and innovative approaches to school improvement and leadership • Develop and maintain positive links with the local community • Inspire and influence others to believe in the fundamental importance of education in the lives of children and young people with SEN and to promote the value of education
Other Generic Responsibilities:		
<ul style="list-style-type: none"> • Represent and promote the ethos and values of Esteem Multi-Academy Trust • To take and be accountable for all decisions made within the parameters of the job description • Participate with performance management and training and activities that contribute to personal and professional development. • Actively promote and act at all times in accordance with the policies of the MAT e.g. Safeguarding, Health and Safety, Equal Opportunities • Provide a high standard of customer service in all dealings internal and external to the MAT • Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. • Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description • The MAT will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition 		
<p>This job description is current at the date shown, but, in consultation with you, may be changed by the CEO to reflect or anticipate changes in the job commensurate with the grade and job title.</p>		

Person Specification: Headteacher Stanton Vale School, Esteem Multi-Academy Trust

QUALIFICATIONS AND EXPERIENCE		
Essential		<ul style="list-style-type: none"> • First degree or equivalent • Qualified teacher status • Additional qualifications in SEN • Experience as a Headteacher, Deputy Headteacher or Assistant Head • Minimum of 2 years' experience as a senior manager of a SEN specialist school • Track record of leading teams of staff to deliver successful school improvement strategies • Experience of setting challenging targets and monitoring school performance at every level • Experience in leading educational projects, strategic planning and financial management • Experience of teaching children and young people across a broad spectrum of educational needs and ages • Experience of appropriate behaviour management techniques for children and young people with SEN, communication difficulties and challenging behaviours • NPQH qualified, working to/willing to work to qualification
Desirable		<ul style="list-style-type: none"> • First-hand experience of working with relevant agencies to protect children • Experience of working with pupils with severe and profound learning difficulties • Recent and relevant management development / training / CPD • Experience of working positively with Governors/Trustees and/or serving on a Governing Body • Experience of business development and generating income
KNOWLEDGE AND ABILITIES		
Essential		<ul style="list-style-type: none"> • Strong personal commitment which motivates and inspires the academy community to deliver the best possible education for the students at Stanton Vale School • Dynamic and inspirational leadership skills with a commitment to distributive leadership and teamwork • Extensive knowledge of a range of SEN including the cognitive and physical development of pupils with severe and profound learning difficulties • The ability to ensure that the academy atmosphere is welcoming and that parents/carers are encouraged to take an active part in the life of the academy and engage in their child's education

		<ul style="list-style-type: none"> • Ability to plan effectively from a range of evidence regarding school improvement • Understanding of effective teaching and learning strategies for children and young people with severe, complex or profound and multiple learning difficulties • Understanding of the fundamental importance of personalised learning • Evidence of the ability to embrace, lead and manage change • Ability to manage and allocate resources and budgets and undertake HR management • Excellent interpersonal, communications and organisational skills. Approachable and supportive. • Willingness to innovate and seek out new approaches, ideas and challenges • Ability to work collaboratively with Esteem Headteachers, local authorities, parents/carers and families and other stakeholders • Evidence of a thorough understanding of and commitment to the protection and safeguarding of children and young people
Desirable		<ul style="list-style-type: none"> • Knowledge of academy governance and finance • Knowledge of Health and Safety practice and legislation • Knowledge of GDPR and implications for schools/academies
<p>This job description is current at the date shown, but, in consultation with you, may be changed by the CEO to reflect or anticipate changes in the job commensurate with the grade and job title.</p>		

Safeguarding and checks

Stanton Vale School and Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of all its students. We expect all staff, volunteers and agency staff to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided.

Stanton Vale School's Safeguarding Policy applies to all adults, including volunteers and agency staff, working in or on behalf of the MAT.

Each student's welfare is of paramount importance. We recognise that some children may be especially vulnerable to abuse e.g. those with special educational needs and disabilities, those living in adverse circumstances. We recognise that children who are abused or neglected may find it difficult to develop a sense of self-worth and to view the world positively. We recognise that some children who have experienced abuse may harm others. We will always take a considered and sensitive approach in order that we can support all students within our academies.

The MAT pays full regard to the DfE 'Keeping Children Safe in Education September 2018' guidance. We ensure that all appropriate measures are applied in relation to everyone who works for the MAT who is likely to be perceived by the students as a safe and trustworthy adult including volunteers and agency staff. As part of our safer recruiting practises, we scrutinise applicants; verify their identity, academic or vocational qualifications, obtain professional and personal references, check full employment history and ensure the applicant's health and physical capacity is suitable to undertake the role. Interviews and DBS checks are also undertaken.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as "spent" must be declared.

If you are currently working with children, either paid or voluntary, your current employer will be asked about disciplinary offences, including those related to children or young people (whether disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and, if so, the outcome of any investigation or disciplinary proceedings.

If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.

Where neither your current or previous employment has involved working with children or young people, your current employer will be asked about your suitability to work with children and young people, although it may be answered “not applicable”, where appropriate, if your work has not brought you in to contact with children or young people.

Application process and timeline

An application form is available in **Appendix A** should you wish to apply for the role. An editable Word version of the form is available on the Trust's website at www.esteemmat.co.uk/jointheteam; click on the job role for which you are applying.

After the closing date, shortlisting will be conducted by a panel consisting of a Trustee, Chair of Governors, the Chief Executive Officer and Human Resources (HR) Lead, who will match your skills and experience against the criteria in the Person Specification. You will be selected for interview purely on your application form, so please ensure that you read the Job Description and Person Specification carefully before you complete your application form.

All candidates invited to the interview and assessment day must bring the following documents; original documents only, copies will not be accepted:

- Documentary evidence for your right to work in the UK
- Documentary evidence of identity which meets the DBS requirements i.e. current photocard driving licence including a photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address i.e. utility bill, financial statement etc.
- Where appropriate, documentation evidencing a name change
- Educational or professional qualifications that are necessary or relevant for the post

Further information relating to DBS check documentation requirements can be found on the Government website at <https://www.gov.uk/guidance/documents-the-applicant-must-provide>.

If you are not the successful candidate, all your personal information will be destroyed, in a secure way, in line with General Data Protection Regulations (GDPR May 2018) guidelines.

References will be sought for shortlisted candidates and we may approach previous employers for information to verify experience or qualifications prior to interview. Any relevant issues arising from references will be discussed at interview.

Your completed application form and supporting letter should address and evidence the essential and desired criteria in the Person Specification.

Closing date for applications: 12:00 Noon on Wednesday 20th March 2019

Assessment day: Monday 8th April 2019

Interviews: Tuesday 9th April 2019

Completed application forms can be returned electronically to Julian Scholefield, Chief Executive Officer, via email to kclarke@esteemmat.co.uk.

If you wish to submit your application form by post, please return it to the following address:

Private & Confidential
Julian Scholefield
Chief Executive Officer
Esteem Multi-Academy Trust
Suite 43 Pure Offices
Lake View Drive
Annesley
Nottingham
NG15 0DT

APPENDIX A

APPLICATION FORM

TEACHER APPLICATION FORM

**Please note – this post involves working with children so the appointment will be subject to a Disclosure and Barring Service check. See supporting information for further details.
Please complete in BLACK ink or TYPE. Please complete every section.**

JOB DETAILS	
Job title	
Closing date	

PERSONAL DETAILS					
Title		Surname		First names	
Previous names (if any)				Preferred first name	
Date of birth				Current annual salary or full time equivalent	
National Ins No				Home telephone	
Address				Daytime telephone	
Postcode				Mobile telephone	
Email address					
				Do you have a disability? *	Yes <input type="checkbox"/> No <input type="checkbox"/>

** The Disability Discrimination Act defines disability as 'a physical or mental impairment which has a substantial and long-term effect on your ability to carry out normal day-to-day activities'*

TEACHING INFORMATION			
DCSF reference number		Date qualified as a teacher	
Type of teacher training undertaken	Secondary <input type="checkbox"/>	Primary (nursery, infant, junior)	<input type="checkbox"/>
Subjects qualified to teach			
Do you have Qualified Teacher Status?	Yes <input type="checkbox"/> No <input type="checkbox"/>		
Have you successfully completed:			
Your probationary/induction year?	Yes <input type="checkbox"/> No <input type="checkbox"/>		
Skill tests in literacy, numeracy and ICT?	Yes <input type="checkbox"/> No <input type="checkbox"/>		
Are you registered with the General Teaching Council?	Yes <input type="checkbox"/> No <input type="checkbox"/>		

Please give details about all the education and qualifications you have including degrees with class and division and teaching certificates. If you are shortlisted, evidence of all qualifications should be brought to interview. Please continue on a separate sheet if necessary.

UNIVERSITY DEGREE					
Establishment	Full-time or part-time	Qualifications (indicate class and division)	Dates attended		Date of final exam
			from	to	

TEACHING QUALIFICATION					
Establishment	Full-time or part-time	Qualifications (indicate class and division)	Dates attended		Date of final exam
			from	to	

OTHER QUALIFICATIONS, FULL OR PART-TIME STUDY (include NPQH for Headships)					
Establishment	Full-time or part-time	Qualifications (indicate class and division)	Dates attended		Date of final exam
			from	to	

OTHER COURSES AND INSET IN WHICH YOU HAVE BEEN INVOLVED DURING THE PAST THREE YEARS AND WHICH YOU CONSIDER RELEVANT TO THIS POST. PLEASE INDICATE WHO PROVIDED IT AND START/FINISH DATES.

EMPLOYMENT RECORD

Please give details of **all** previous jobs including temporary or voluntary work in chronological order ending with your present post. This section is split into teaching and non-teaching. Please include periods when you were not working under the non-teaching section as **all time must be accounted for and may be checked**. Continue on separate sheet if necessary.

TEACHING								
Local authority or employer	Name and type of school or establishment	Pupil age range	Approx number on roll	Post held and salary grade	Full-time or part-time	Dates		Reason for leaving
						from	to	

NON-TEACHING						
<i>Please give details of all paid and non paid time outside teaching including family responsibilities since leaving full-time education</i>						
Employer (if appropriate)	Post title (if appropriate)	Brief description of activity/responsibility or duties	Full-time or part-time	Dates		Reason for leaving
				from	to	

SUITABILITY FOR JOB

This section is for other relevant information to support your application. Please give examples where appropriate.

REFERENCES

Please nominate **two** referees (unless stated otherwise in the details of the post). If you are working at the moment, one referee must be your present employer. If you are not working with children at the moment but have done so in the past, please indicate the name of that last employer as one of your referees. Referees will be asked for information on disciplinary issues, sickness absence, etc. References will not be accepted from relatives or from people writing solely in the capacity of a friend.

Name of your first referee

Their job title

Their relationship to you e.g. headteacher

Organisation and address

Postcode

Email

Telephone

Name of your second referee

Their job title

Their relationship to you e.g. headteacher

Organisation and address

Postcode

Email

Telephone

Please note – Esteem Multi-Academy Trust Ltd and where appropriate the school's governing body reserve the right to contact previous employers to verify experience or qualifications.

ASSOCIATION WITH A MEMBER, A TRUSTEE OR EMPLOYEE OF ESTEEM MULTI-ACADEMY TRUST

Do you have a close association with a Member, Trustee or employee of the trust including any schools within the trust?

Yes No

If yes, please give details

Their name	Their job	Department/school	Your relationship

Please note

Any applicant who directly or indirectly seeks the support of any Member/Trustee or officer for any appointment with Esteem Multi-Academy Trust will be disqualified.

DISCLOSURE OF CRIMINAL RECORDS/SANCTIONS

For teaching and lecturing posts you have to disclose any conviction, warning, reprimand, caution or other order including “spent convictions”, that are not “protected” as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013. Details of any such disclosure should be placed in a sealed envelope marked “Confidential” and brought to interview. Any information disclosed will be treated in the strictest confidence. Any offer of appointment will be subject to satisfactory Disclosure & Barring Service clearance.

You must disclose details of any current sanctions imposed by a regulatory body e.g. the General Teaching Council. If you have any such sanctions, please tick here.

Have you lived or worked abroad in any one country for 6 months or longer at any time since the age of 18?

Yes No

If Yes, please give dates and countries

DECLARATION

I declare that the information on this form is true and accurate.

I understand that providing misleading or false information will disqualify me from appointment or may lead to me being dismissed if appointed to the job.

My name has not been placed on any list which disqualifies me from working with children.

I confirm that I have read the above statements in respect of “Disclosure of Criminal Records/Sanctions” and understand the requirements of this position.

Privacy Notice 

I consent to the information contained in this form, and any other information received by or on behalf of the trust relating to my application, being processed by the trust in administering the recruitment process and to assist with the prevention and detection of fraud.

Signature

Date

If you submit this form electronically, you will be required to sign this declaration if invited to interview.

Please advise us of any other information relevant to the recruitment process so we can ensure every attempt is made to meet your needs. This could include dates when you are not available for interview or any special requirements you may have such as necessary equipment and/or resources to enable you to attend an interview.

EQUAL OPPORTUNITIES MONITORING FORM

The trust is committed to its equality and diversity policy. We want to do all we can to prevent discrimination in any form and you can help us in this by completing the information below. The information given on this sheet will **not** be used to make decisions about who is recruited. The form will **not** be seen by the shortlisting/interview panel. It will be used to improve equality in recruitment and overall service delivery. Your help filling in this form is greatly appreciated. Thank you.

DATE OF BIRTH	DD		MM		YYYY	
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RACIAL OR ETHNIC ORIGINS								
White British	<input type="checkbox"/>	<i>WB</i>	Other mixed background	<input type="checkbox"/>	<i>MO</i>	Black Caribbean	<input type="checkbox"/>	<i>BC</i>
White Irish	<input type="checkbox"/>	<i>WI</i>	Indian	<input type="checkbox"/>	<i>AI</i>	Black African	<input type="checkbox"/>	<i>BA</i>
White other	<input type="checkbox"/>	<i>WO</i>	Pakistani	<input type="checkbox"/>	<i>AP</i>	Other black background	<input type="checkbox"/>	<i>BO</i>
White & Black Caribbean	<input type="checkbox"/>	<i>MC</i>	Bangladeshi	<input type="checkbox"/>	<i>AB</i>	Chinese	<input type="checkbox"/>	<i>OC</i>
White & Black African	<input type="checkbox"/>	<i>MB</i>	Other Asian background	<input type="checkbox"/>	<i>OA</i>	Gypsy or Irish Traveller	<input type="checkbox"/>	<i>OG</i>
White & Asian	<input type="checkbox"/>	<i>MA</i>	Arab	<input type="checkbox"/>	<i>AR</i>	Any other	<input type="checkbox"/>	<i>OT</i>

DISABILITY	
Are you disabled?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Esteem multi-Academy Trust welcomes applications from disabled people and undertakes to offer every appropriate support to enable them to gain and retain employment.	

GENDER	
Male <input type="checkbox"/>	Female <input type="checkbox"/>

RELIGION / BELIEF – please tick only one box					
Buddhist	<input type="checkbox"/>	Jewish	<input type="checkbox"/>	None	<input type="checkbox"/>
Christian (all denominations)	<input type="checkbox"/>	Muslim	<input type="checkbox"/>	Other religion or belief	<input type="checkbox"/>
Hindu	<input type="checkbox"/>	Sikh	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>

SEXUAL ORIENTATION – please tick only one box					
Bisexual	<input type="checkbox"/>	Lesbian or gay woman	<input type="checkbox"/>	Gay man	<input type="checkbox"/>
Heterosexual	<input type="checkbox"/>	Other	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>

HOW DID YOU FIND OUT ABOUT THIS JOB?	
e.g. website, newspaper (please tell us which), Job Centre etc.	

EMPLOYMENT	
Do you work for the Esteem Multi-Academy Trust at the moment?	Yes <input type="checkbox"/> No <input type="checkbox"/>