



EXCALIBUR ACADEMIES TRUST

Granham Hill, Marlborough, Wiltshire. SN8 4AX

Telephone: 01672 516156

Name of Applicant	
Post	
Academy Name	The Wren School
Reference given by	
Date	
Position & School Name	

TEACHING ABILITY <input type="checkbox"/> Outstanding <input type="checkbox"/> Above average <input type="checkbox"/> Below average <input type="checkbox"/> Poor	GENERAL HEALTH <input type="checkbox"/> Very good health <input type="checkbox"/> Subject to occasional absences <input type="checkbox"/> Subject to frequent absences _____ Days Sickness Absence for past 2 years
CLASS CONTROL / BEHAVIOUR MANAGEMENT <input type="checkbox"/> Outstanding <input type="checkbox"/> Above average <input type="checkbox"/> Has occasional difficulties <input type="checkbox"/> Has frequent difficulties	PASTORAL APTITUDE AND ABILITY <input type="checkbox"/> Profound, intelligent concern for students <input type="checkbox"/> Responsible and caring <input type="checkbox"/> Minimalist <input type="checkbox"/> Negligent
SUBJECT KNOWLEDGE <input type="checkbox"/> Excellent <input type="checkbox"/> Very sound <input type="checkbox"/> Adequate <input type="checkbox"/> Patchy	WORK RATE AND COMMITMENT <input type="checkbox"/> Highly professional <input type="checkbox"/> Hardworking, good stamina <input type="checkbox"/> Adequate <input type="checkbox"/> Not always satisfactory
LESSON PREPARATION/MARKING <input type="checkbox"/> High standard of preparation/marking <input type="checkbox"/> Adequate level of preparation/marking <input type="checkbox"/> Below standard of preparation/marking	ABILITY TO MOTIVATE AND INSPIRE PUPILS <input type="checkbox"/> Outstanding, always inspirational <input type="checkbox"/> Above average <input type="checkbox"/> Average <input type="checkbox"/> Can be negative, discouraging
INVOLVEMENT IN EXTRA CURRICULAR ACTIVITIES <input type="checkbox"/> Plays a leading part <input type="checkbox"/> Generally sound <input type="checkbox"/> Takes occasional part <input type="checkbox"/> Takes no part	INITIATIVE AND LEADERSHIP QUALITIES <input type="checkbox"/> Outstanding, innovative, highly effective <input type="checkbox"/> Above average <input type="checkbox"/> Prefers to be directed <input type="checkbox"/> Unable to solve problems
GENERAL ORGANISATION <input type="checkbox"/> Meticulous <input type="checkbox"/> Adequate attention to detail <input type="checkbox"/> Disorganized and unsatisfactory	RELATIONSHIP WITH PARENTS AND EXTERNAL AGENCIES <input type="checkbox"/> Outstanding, ambassadorial <input type="checkbox"/> Good natured, tactful, firm, informative <input type="checkbox"/> Clumsy, unpredictable, can offend
AS A MEMBER OF STAFF <input type="checkbox"/> Extremely positive and constructive <input type="checkbox"/> Pleasant, good humoured, sociable <input type="checkbox"/> Average <input type="checkbox"/> Can be negative, discouraging <input type="checkbox"/> Destructive, undermining	MANAGEMENT OF STAFF <input type="checkbox"/> Outstanding – gets the best out of team members <input type="checkbox"/> Above average-deals very well with colleagues <input type="checkbox"/> Manages colleagues in an adequate way <input type="checkbox"/> Manages staff inappropriately
AS A ROLE MODEL <input type="checkbox"/> Outstanding role model for students <input type="checkbox"/> Mature and reliable <input type="checkbox"/> Variable <input type="checkbox"/> Not wholly satisfactory	CAREER POTENTIAL <input type="checkbox"/> Rising star – will go well beyond the post applied for <input type="checkbox"/> Will do well at this level, but unlikely to progress beyond <input type="checkbox"/> Unlikely to progress beyond level applied for <input type="checkbox"/> Not yet ready for this level

Has the applicant, in the preceding two years, been the subject of procedures established by the Governing Body in relation to non-health related capability? If yes, please provide written details of the concerns which gave rise to this, the duration of the proceedings and their outcome over the page.	YES / NO
Are there any disciplinary procedures that the applicant has been subject to in which the disciplinary sanction is current or relates to child protection? If your answer is yes, please give details over the page.	YES / NO
Are there any allegation or concerns (not listed above) that have been raised about the applicant that relates to the health and safety and welfare of young people or behaviour towards children or young people and the outcomes of those concerns e.g. whether the allegations or concerns were investigated, the conclusion reached and how the matter was resolved. If your answer is yes, please give details over the page.	YES / NO
Are you aware of any convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). If your answer is yes, please give details over the page.	YES / NO
How long have you known the applicant and in what capacity?	
Would you appoint the applicant as a teacher? Why would this be?	
Please add any other comments which could be useful to the panel during the selection process. (Please continue on a separate piece of paper if needs be)	

Recommendation: (please circle as appropriate)

Without Reservation

Strongly Recommended

Recommended

Cannot be Recommended

Signed:

Date:

NB: you have the responsibility to ensure that this reference is accurate and does not contain any material misstatement or omission. Relevant factual content of this reference may be discussed with the applicant.

PLEASE RETURN THIS FORM BY E-MAIL TO: ismith@wren.excalibur.org.uk