

Information for Applicants - the Application and Recruitment Process

Application Form

Applications will only be accepted from candidates completing the enclosed application form in full. CVs will not be accepted as a substitute for completed application forms in the absence of a good reason.

Safeguarding Children

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 the job description for the post. Accordingly, this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all unspent convictions and cautions must be declared.

If the role involves working in childcare you will be required to declare that you are not yourself disqualified from this work and that you are not associated with someone who is disqualified from this work. The declaration is attached to the application form. If you are unsure whether to fill this out you should either ask or err on the side of caution and complete it anyway.

The successful applicant's appointment is conditional upon satisfactory clearance by the Disclosure and Barring Service (DBS).

Any convictions or cautions or other information disclosed by this process will be treated in the strictest confidence. Certain types of conviction or caution need not necessarily prevent you from working with us - especially if they were a long time ago. If you would be disqualified by ofsted from working in childcare you may apply to them for a waiver although there is no guarantee that they will grant this.

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 (whether the 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 enquiry or disciplinary procedure. 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 they may, where appropriate, answer 'not applicable' if your duties have not brought you into contact with children or young persons. If you are successful, your inclusion on the list of people barred from working with children will be checked before your appointment.

You should be aware that provision of false information is an offence and could result in the application being rejected. If appointed on the basis of false information you could be summarily dismissed for acquiring your post by deception and a possible referral to the police and/or the National College for Teaching and Leadership could also follow.

You will be aware if you are barred from working with children that it is a criminal offence to apply for this post and a criminal offence for the school to employ you.

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.

If you are disabled and need special arrangements to access the selection process please tell us on the application form what we can do to adapt our processes so that you are able to compete with others on an even footing.

All candidates invited to interview must bring original documents confirming any educational and professional qualifications that are relevant to the post (e.g. the original copy of certificates, diplomas, etc.). Where original 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:

- Proof of identity such as a current passport or photocard driving licence
- Birth certificate
- Utility bill or financial statement showing candidate's current name and address.
- Where appropriate, any documentation evidencing a change of name, e.g. marriage certificate, change of name by deed poll.
- Other documentary evidence showing your eligibility to work in the UK. If you do not have a UK passport the UK Borders Agency website has up to date publications on the prevention of illegal working and this lists the acceptable documents to demonstrate the right to work in the UK.
- If you are registered with the DBS update service please bring your DBS certificate with you although the school may still require you to complete a new DBS check.

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

Conditional Offer of Appointment: Pre-appointment Checks

Any conditional offer will be subject to the following:

- Receipt of at least two satisfactory references (if these have not already been received)
- Verification of identity, qualifications and eligibility to work.
- A satisfactory DBS Disclosure with a check of the DBS lists of people who are barred from working with children.
- A satisfactory check that you are not prohibited from teaching or working in your chosen profession.
- Confirmation that you are not disqualified from working in childcare (either in your own right or by association) if this would be relevant.
- 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.
- Medical clearance and clarification of any adaptations that may be necessary if you are disabled. Confirmation that the health risks associated with the post have been considered and do not pose a particular risk to you in the light of previous illness/pain.
- Consideration of your absence record from your previous employer. If this is higher than acceptable under our absence management procedure we will call you / meet with you to discuss the reasons for the absences before making a final decision.

WARNING

Where a candidate is:

- Found to be on a DBS list of people who are barred from working with children 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 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 DBS.