



**Director of Computer Science, Business
Studies and IT**

Woodkirk Academy

Information Pack

October 2023



Contents

Welcome	Page 2
Leodis Academies Trust	Page 3
Values and Aims	Page 4
Staff Benefits & Wellbeing	Page 5
Job Description	Page 6
Person Specification	Page 10
Application Procedure	Page 13
Recruitment Process	Page 14



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<https://www.leodisacademiestrust.com/>

Welcome



Dear Candidate

Thank you for your interest in applying for a role working at Woodkirk Academy, which is part of the Leodis Academies Trust family of schools. We hope the information provided will encourage you to seriously consider becoming part of one of the most successful and vibrant schools in Leeds.

Woodkirk Academy is a popular, successful and oversubscribed school where we have a very proud record

in academic, intellectual, social, musical, sporting and community developments

Woodkirk prides itself on its friendly atmosphere and excellent behaviour. Students enjoy learning with support and encouragement from a committed and ambitious staff, who put children at the heart of all they do. Students are supported by a talented pastoral team, who emphasise the pro-active rather than the re-active. A very successful positive behaviour policy, ensures that students are rewarded for good behaviour and that disruption is very rare.

Examination results have been consistently high over a number of years. Although we view examination results as important we are primarily dedicated to educating the whole child so that they are fully prepared for citizenship in the 21st century. To this end we offer a vast number of extra-curricular opportunities, including many trips and visits aimed at maximising experiential learning. We also offer the only school based Sixth Form locally which attracts large numbers due to its success.

We have a well-qualified, experienced and enthusiastic staff who have a strong team approach in all its endeavours. Staff work hard and are dedicated to devoting their energies to providing the best opportunities for all students in the school. Ofsted noted that 'Across the school, teachers are very conscientious and highly committed. They create excellent relationships in lessons so that students enjoy their learning.'

A fully embedded and comprehensive induction programme for teaching and non-teaching staff new to the school, ensures that colleagues are given appropriate support to make a successful transition to our school. Each member of staff is greatly valued and we are eager to recruit a colleague who is committed, enthusiastic and has a shared vision for the education of the next generation.

More detail on the role itself is contained in the Job Description later in this document.

I hope that the information provided is of use. If you require any further information or would like to speak to someone about your application, you will find some contact details in the 'Application Process' section of this document.

We look forward to receiving your application.



Mrs Joe Barton
CEO Principal



Mr Tim Jones
Associate Principal

Leodis Academies Trust

Leodis Academies Trust was established in April 2016 to formalise the collaborative working of four high performing schools within close proximity of one another. In September 2018, Blackgates Primary Academy joined the Trust cementing our place at the heart of the Tingley and Ardsley Community. Leodis offers young people the opportunity to experience consistency and security in their education from 2 to 18 years old; from the start of nursery to the end of sixth form and into adulthood.

Leodis Academies Trust and our individual Academies are committed to 'Forging Young Futures'. To do this, each Academy has its own ethos and identity and has the freedom to develop individually as well as working collaboratively to secure high quality outcomes for all its young people. By providing an extensive curriculum both within and beyond the classroom we cater for the wide range of talent and ability that our students have to offer. We work tirelessly to improve the life chances of all our young people and support them to make a positive contribution to their community.

Whilst Leodis consists of schools closely geographically located, the Trust works collaboratively with a wide range of partner organisations both locally in Morley and south Leeds as well as further afield with our Initial Teacher Training partnerships, Universities and employers.

Our positive outlook and excellent reputation enables us to attract and sustain high quality staff teams led by exceptional leadership teams. We value our staff and the experience that they can bring to the Trust so that we can continue to build on our strengths. Those we recruit need to demonstrate that they want to be part of the collaborative working culture upon which we pride ourselves. We want to be the employer of choice in the area and working for the Trust, you will be able to access the many staff benefits on offer.





Values and Aims

At Leodis Academies Trust we are committed to developing every young person's full learning potential through a wide variety of educational experiences in an environment that fosters positive relationships based on mutual respect.

Every individual part of the whole:

Each of our schools have their own identity and ethos that reflects their specific community and the needs of the young people within them. However they are all underpinned by a strong sense of purpose, order and control which in turn produces confident and enthusiastic young people who value education and the opportunities it affords them.

Building on excellence together:

Not content with focusing on academic excellence we all work hard to shape our young people into fully rounded individuals, ready to face the demands of a rapidly changing society. We access a comprehensive range of support and development services, in-house and externally, to ensure barriers to learning are tackled and their impact on attainment is reduced to allow every young person to make significant progress.

Our positive outlook and excellent reputation enables us to attract and sustain high quality staff teams lead by exceptional leadership teams. Our tireless focus on quality first teaching secures a safe, happy and high achieving learning environment for all our young people. We value every success and celebrate the achievements of all our young people through events, newsletters and our websites.

Looking outwards to strengthen within:

With collaboration at the heart of our work as a Trust we are able to share good practice, resources, and a philosophy that secures high quality teaching and learning across our schools. We focus on the breadth of curriculum; and value and provide enrichment opportunities for our young people to develop their talents and to find new skills and interests.

Whilst we focus on working together across the schools we recognise that we cannot grow, develop and fulfil our vision for every young person without strong partnerships. Central to this is the relationship between home and school; strong communication and open, honest dialogue ensuring we know our young people well and can work together to meet their needs.



Staff Benefits & Wellbeing

At Leodis Academies Trust we pride ourselves on our collaborative approach to working together. We look for individuals who can contribute to this and make a difference to the academies that form our Trust. In return we can offer:

- Attractive salaries and annual leave entitlements.
- Free parking on site.
- Enhanced maternity, paternity and adoption leave.
- Auto-enrolment into an attractive pension scheme (West Yorkshire Pension Fund for support staff and Teachers Pension Scheme for teaching staff).
- Access to an Employee Assistance Programme providing confidential support 24 hours a day, 7 days a week.
- Access to job related learning and development opportunities.
- Access to an expanding range of lifestyle benefits including Simply Health cash plan, free flu vaccinations and a cycle to work scheme.



Job Description

Job Title:	Director of Computer Science, Business Studies and IT Faculty
Line Manager:	Vice Principal
Salary:	£52,659 - £56,796 (L8 – L11) Recruitment incentive of £2,000 to be paid on appointment and £2,000 to be paid on successful completion of 1 year in role

Any Special Conditions of Service: No smoking policy

Purpose of the Role:

To provide professional leadership and management to the Computer Science, Business Studies and IT Department Faculty in order to secure high quality teaching, effective use of resources and high standards of learning and achievement for all students.

To work as part of a team with other Directors/Heads of Department and the Senior Leadership Team, to effect the School's mission statement and to realise its strategic objectives to ensure a strong commitment to local communities and to provide cost effective high quality education and training.

The Job Description should be read alongside the range of professional duties of Teachers as set out in the Teachers' Pay and Conditions Document. The postholder will be expected to undertake duties in line with the professional standards for qualified teachers and uphold the professional code of the General Teaching Council for England.

Main Duties:

Teaching and Managing Student Learning

- Manage resources efficiently so that teaching and learning is effectively supported in the Computer Science, Business Studies and IT Faculty
- Oversee planning/schemes of work in the Computer Science, Business Studies and IT Faculty to ensure curriculum entitlement and progression is achieved
- Ensure curriculum coverage, continuity and progression for all students through clearly written and regularly reviewed schemes of work.
- Monitor implementation in the classroom through regular monitoring in line with whole School systems.
- Ensure teachers are clear about teaching objectives and provide guidance on methodology.
- Develop and sustain students' literacy and numeracy skills through the subject.
- Consider how the subject can promote citizenship, spiritual cultural, mental and physical development and preparation for adult life.

Planning and Setting Expectations/Student Achievement

- Set expectations and targets for staff and students in relation to student achievement and monitor progress towards these targets.
- Plan the use of ICT within schemes of work, where appropriate monitor the quality of this aspect of lessons and ensure that ICT skills are regularly assessed in accordance with School guidelines.

Assessment and Evaluation

- Where appropriate establish and implement clear practices for assessing recording and reporting on student achievement, in line with School policy.
- Monitor student standards and achievement against annual targets and track progress in the Computer Science, Business Studies and IT Faculty.

Relationship with Parents and the Wider community

- Establish good and effective communication with parents.
- Develop links with the local community to extend and enhance the work of the Faculty.

Manage Own Performance and Development

- Keep abreast of new curriculum thinking, teaching methods and examination syllabuses.
- Be aware of developments from KS2 to KS5.
- Know and understand the implications of the Code of Practice for SEND for teaching and learning in the subject.

Managing and Developing Staff and Other Adults

- Lead, manage and develop the Computer Science, Business Studies and IT curriculum
- Role model classroom practice
- Develop the role of support staff in delivering across all age and ability groups across the School
- Monitor standards of teaching in the Computer Science, Business Studies and IT Faculty provide feedback, and identify and meet the CPD needs of staff.
- Lead in the development of effective teaching and learning styles in the Computer Science, Business Studies and IT Faculty
- Help staff achieve constructive working relationships with students.
- Support colleagues in their management of student behaviour by using School policy and procedures.
- Devolve responsibilities and delegate tasks appropriately, recognising and utilising the strengths of others.
- Sustain motivation; promote enthusiasm, openness to new ideas, commitment and a happy and homogenous team.
- Be concerned for the professional development of colleagues.
- Provide full and regular feedback to team members, through Faculty Meetings, briefings and memos of matters discussed at meetings held for curriculum managers. Ensure the Faculty is represented at these meetings.
- Promote links and co-operation with other Departments. Encourage Faculty involvement in School wide initiatives and in the development of whole School policy.
- Ensure that senior colleagues and Governors are well informed about Faculty policies, plans, priorities, targets and professional development needs.
- Assist in the selection of staff within the Faculty area.
- Be responsible for supporting training, monitoring ECTs and students placed within the Faculty.

Managing Resources

- Advise senior managers of staff and resource needs for the Faculty.
- Ensure the effective and efficient management and organisation of learning resources.

- Use accommodation to create an effective and stimulating environment for the teaching and learning of the subject.
- Ensure that there is a safe working and learning environment in which risks are properly assessed.
- In consultation with the team, formulate the Faculty's Strategic and Action plans and implement the processes by which they will be monitored and evaluated.
- Ensure that the Faculty Handbook is kept up to date.

Strategic Leadership

- Identify areas for improvement within the Business Studies, Computer Science and IT Faculty and contribute to School self-evaluation and improvement planning
- Use data and other information to inform strategic planning, to identify improvement targets, and to inform the School's leadership
- Develop and implement policies and practices for the subject that reflects the School's commitment to high achievement.
- Analyse current performance of students in the subject throughout the Faculty and devise strategies for improving standards further.
- Establish plans for developing and resourcing the Faculty to bring about continuous improvement in teaching and learning student achievement.
- Monitor the progress being made towards targets established in subject planning.
- Evaluate the effects of the Faculty's work on standards of learning and teaching.

Other Specific Duties

- Leading and supporting learning through extra-curricular activities.

The duties and responsibilities highlighted in this job specification are indicative and may vary over time. Woodkirk Academy is a member of Leodis Academies Trust in equal partnership with local primary schools and is also approved as a sponsor academy. As such, this role may be required to work across a number of sites in the future.

Postholders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post and the grade has been established on this basis. It will be subject to review through annual Performance Management.

October 2023

Person Specification

Director of Computer Science, Business Studies and IT - Person Specification

		Essential/ Desirable	Evidence
Qualifications	• A Computing/Business or IT specialist with a good honours degree	E	AC
	• Relevant teaching qualification	E	AC
	• Evidence of further professional study	E	AC
Experience	• Recent and relevant successful teaching at least two Key Stages.	E	AR
	• Evidence of pastoral work/training, e.g. form tutor responsibilities	E	AR
	• Evidence of contribution to extra-curricular activities	E	AI
	• Ability to teach Key Stage 3, 4 and 5	E	AR
	• Ability to teach Computer Science to Key Stage 4 and Key Stage 5, or a willingness to train.	E	AR
	• Experience of leading and/or developing colleagues	E	AI
	• TLR responsibility	E	AI
	• Performance Management responsibility	E	AI
CPD	• Recent CPD to support this position	E	ARI
	• Evidence of providing training and development opportunities to other staff	E	AI
Personal Commitment	• Commitment to actively supporting the ethos of the school and Faculty	E	ARI
	• Evidence of commitment to training	E	ARI
Professional Competencies	• Wide knowledge and understanding of subject specialisms within the Faculty or willingness to develop this.	E	ARI
	• A knowledge of current educational issues	E	AI
	• Ability to teach at all levels of ability, including areas of post-16	E	ART
Skills & Attributes	• Excellent communicator with drive and determination	E	AIT
	• Passion for Computer Science, Business Studies & IT	E	AIT
	• Ability to motivate and relate to students	E	AIT
	• Capacity to develop and maintain values and standards by example	E	ARI
	• Ability to role model and disseminate good practice in Teaching and Learning	E	AI

	<ul style="list-style-type: none"> • Ability to interpret data and a commitment to self and school improvement 	E	AI
	<ul style="list-style-type: none"> • Good time management and ability to meet deadlines 	E	ARI
	<ul style="list-style-type: none"> • Ability to reward achievement and use positive behavioural management techniques 	E	RIT
	<ul style="list-style-type: none"> • Ability to communicate effectively with students, staff, senior staff and parents 	E	ARIT
	<ul style="list-style-type: none"> • Ability to work as part of a team 	E	ARI

Key

A – Application form

R – Reference

I – Interview

T – Taught Lesson

C - Certificate

E - Essential

D - Desirable

Department Information

The Business and Computing Faculty is a thriving and dynamic department where students receive high quality lessons and achieve excellent results. The team includes eight highly experienced staff, four Computing and digital media teachers and four Business Studies and IT teachers, although most of the department teach across the different disciplines at KS3.

Lessons take place in dedicated specialist rooms. There are seven ICT rooms in the Computing Suite and three Business rooms which have ICT facilities as well as traditional classroom areas to facilitate different teaching styles.

Key Stage 3 Computing

In Years 7,8 and 9 students are taught in largely mixed ability sets and have one hour per week.

The curriculum covers:

Year 7	Year 8	Year 9
Internet Safety & Computing skills	Computational Thinking	Computing Carousel Including: Creative iMedia Computing & Enterprise
Encryption and Super heroes in computing	Digital World	
Kodu	Binary	
Imedia	Python Programming	

Key Stage 4

In Key Stage 4 the department delivers a variety of qualifications including Computer Science, Business Studies and iMedia.

We currently offer Computer Science GCSE following the Edexcel specification, Creative iMedia following the OCR Cambridge Nationals specification as well as Business Studies at GCSE and OCR. Most staff teach within their specialism at KS4.

Students have 5 hours a fortnight on their chosen course and each of these courses can lead to further study at Level 3 in our Sixth Form.

Edexcel Computer Science	OCR Cambridge Nationals Creative iMedia
Topics covered: <ul style="list-style-type: none"> • Computational Thinking • Data • Computers • Networks • Issues and Impact • Problem solving with programming <p style="text-align: center;"><u>Assessment:</u> Two examinations (100%) One practical using Python</p>	Units covered: <ul style="list-style-type: none"> • Creative iMedia in the media industry • Visual identity and digital graphics • Interactive digital media <p style="text-align: center;"><u>Assessment:</u> Two pieces of coursework (25% and 35%) & one examination (40%).</p>

AQA Business	OCR Enterprise & Marketing
Topics covered: <ul style="list-style-type: none"> • Business in the real world • Influences on Business • Human Resources • Operations • Finance • Marketing <p style="text-align: center;"><u>Assessment:</u> Two examinations (100%)</p>	Units covered: <ul style="list-style-type: none"> • Marketing and Finance • Designing a Business proposal • Market and pitch a business proposal <p style="text-align: center;"><u>Assessment:</u> Two pieces of coursework (60%) & one examination. (40%)</p>

Key Stage 5

In Key Stage 5 we offer a broad range of subjects, including Computer Science, Digital Media, A Level Business Studies and Level 3 BTEC Business Studies. These are popular courses with the students who join our Sixth Form and students achieve excellent grades. Staff always teach within their specialism at KS5

OCR Cambridge Technical Level 3 Digital Media	OCR A Level Computer Science
Units covered: <ul style="list-style-type: none"> • Unit 1 - Media products and audiences • Unit 2 - Pre-production and planning • Unit 3 - Create a media product • Unit 16 - The creation & use of sound in media • Unit 20 - Advertising Media <p style="text-align: center;"><u>Assessment:</u> Two examinations (50%) Three pieces of coursework (50%)</p>	Topics covered: <ul style="list-style-type: none"> • Problem solving and Programming • Computer Systems • Algorithms and Elements of Computational Thinking • Software and software development • Legal, Moral, Cultural and ethical issues <p style="text-align: center;"><u>Assessment:</u> Two examinations (80%) NEA (20%)</p>

AQA A Level Business	BTEC Edexcel Level 3
Topics covered: <ul style="list-style-type: none"> • What is a Business • Managers, Leaders and decision making • Human Resource, Marketing and Financial performance • Analysing the Strategic Position of a Business • Managing Strategic Change <p style="text-align: center;"><u>Assessment:</u> Three examinations (100%)</p>	Units covered: <ul style="list-style-type: none"> • Personal and Business finance • Developing a marketing campaign • Exploring business • Recruitment and Selection process <p style="text-align: center;"><u>Assessment:</u> Two pieces of coursework (67%) Two piece of coursework (23%)</p>

Application Procedure

For a discussion on this vacancy please contact Woodkirk Academy on 0113 8873600.

Please apply using the online application form - [click here](#). In compliance with Safer Recruitment guidelines, CVs will not be accepted.

Closing date: Monday 23rd October 2023 at 9am

Interviews: Week commencing 23rd October 2023

Shortlisted candidates will be contacted with details of the interview process. We will contact everyone who has submitted a correctly completed application form to let you know whether you have been successful or not. If you have not been shortlisted, unfortunately, due to the number of applications that we receive, we are unable to comment and give feedback on your application.

Safer Recruitment

The schools within Leodis Academies Trust are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

We therefore have a rigorous recruitment process which includes assessing candidates' suitability to work with children. All staff will be required to hold an enhanced DBS Disclosure.

Equal Opportunities

Leodis Academies Trust is an equal opportunities employer and welcomes applications from all sectors of the community. At Leodis Academies Trust we believe that all individuals are of equal value and we are committed to equal opportunities for all. All people who work and study in the school have the right to be respected and valued within a safe and secure environment and not to be discriminated against on the grounds of age, class, sex, race, disability, sexual orientation and religion or belief.

Please [click here](#) to view the Privacy Notice for Applicants.

Recruitment Process

Leodis Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

APPLICATION FORM (online process)

You are expected to complete an online application form as the first part of our recruitment process – please [click here](#) to access the application form.

DISABLED APPLICANTS

If you are a disabled person and may not be able to meet some of the job requirements because of your disability, please specify this in your application. If you meet all other criteria, you will be shortlisted, and we will discuss with you if there are ways in which the post can be modified to meet your needs.

EQUAL OPPORTUNITY EMPLOYER

Leodis Academies Trust is an equal opportunity employer committed to the elimination of discrimination throughout its employment practices. Selection criteria procedures will be reviewed frequently to ensure that individuals are selected and treated based on their merits and abilities. All information is treated in confidence and personal information submitted as part of the Equal Opportunities questions will not form part of your application; the shortlisting panel do not have access to this information.

REHABILITATION OF OFFENDERS

The post you are applying for requires you to have a Disclosure & Barring Service check. Prior to your interview you will be required to disclose details of your criminal history as appropriate in line with the Rehabilitation of Offenders Act 2013. Guidance about what you are required to disclose can be found [here](#). Having a criminal record is not necessarily a bar to obtaining a post. This information may be discussed with you at your interview in order to assess job related risks, but we emphasise that your application will be considered on merit and ability and you will not be discriminated against unfairly.

Failure to disclose required information will result in any offer of employment being withdrawn. A DBS check will be carried out for successful applicants – this check for disclosure of criminal history will include spent convictions, pending prosecutions/current court proceeding and police enquiries. In the event of employment, any failure to disclose such convictions will normally result in dismissal by the Trust. Any information given will be completely confidential and will be considered only in relation to this application. We have a written policy on the recruitment of ex-offenders, which can be found [here](#).

CANVASSING

You must not try to influence any current employee or member of the school governing board or Trust, to act in your favour as this will disqualify you. If you are related to a current employee, governor or Trust member, you must indicate this in the relevant section of the application form.

REQUIREMENTS FOR REFERENCES

At least one of the references should be your current employer. If you are not currently working with children, but have previously done so, then you must include a referee from the last post where you worked with children. If you have not been in recent paid employment, referees should be appropriately qualified to provide confirmation of your suitability for employment. Referees will normally be contacted before interview where possible. You should be aware that your referees will be asked if, in relation to you, they are aware of any Child Protection allegations or issues of a similar nature.

SHORTLISTING & INTERVIEWS

Applicants who meet the requirements will normally be shortlisted for interview, however, places for interview will need to be limited to a manageable number. In addition, the school may conduct tests and/or written exercises in appropriate circumstances and you may be asked to undertake such exercises as part of the selection process. At the interview, the panel will ask questions which are intended to allow you to expand on your application and to demonstrate how you meet the requirements of the post. This is also your opportunity to ask questions relating to the job. You will also be asked for your views on the importance of safeguarding children and provide evidence of your suitability to work with young people through your responses to interview questions.

SALARY SCALES & INCREMENTS

Administrative, Professional, Technical & Clerical (APT & C) Grades relating to Operational Staff – Progression on the salary scale is by annual increment until the maximum within the grade is reached, subject to at least 6 months service in the grade and a satisfactory performance review and levels of attendance by that date.

PRE-APPOINTMENT CHECKS

Permission to Work in the UK

Please note that we can only consider applications from British citizens, EU citizens with settled status (in line with right to work guidelines after Brexit) and those holding valid UK visas.

At Interview

Under the Asylum and Immigration Act 1996, we must ensure that you have permission to work in the United Kingdom. No offer of employment can be made without verification of proof of identity. During the period 1 January to 30 June 2021, employers can continue to use European Economic Area (EEA) and Swiss passports and national identity cards as evidence of an individual's right to work in the UK.

As evidence of your right to work in the UK, you will need to submit one of the original documents included in List 1 below, or two original documents specified in List 2 below. Alternatively you can provide your right to work share code to us so that we can check online your right to work in the UK.

List 1

- A passport showing that the holder is a British citizen, or has a right of abode in the United Kingdom.
- A document showing that the holder is a national of a European Economic Area country or Switzerland. This must be a national passport or identity card. EEA and Swiss nationals who are in the UK before 31 December 2020 have until 30 June 2021 to apply for either settled or pre-settled status, which will give them the right to work in the UK.
- A resident permit issued by the Home Office to a national from a European Economic Area country or Switzerland.
- A Biometric Residence permit or current passport endorsed to show that the holder can stay indefinitely in the United Kingdom or has no time limit on their stay.
- A passport or other travel document endorsed to show that the holder can stay in the United Kingdom; and that this endorsement allows the holder to do the type of work you are offering if they do not have a work permit.
- An Application Registration Card issued by the Home Office to an asylum seeker stating that the holder is permitted to take employment.

List 2

- First Combination of two documents

- A document giving the person's permanent National Insurance Number and name. This could be a P45, P60, National Insurance card, or a letter from a Government agency.
- Plus, one of the following documents:
 - A full birth certificate issued in the United Kingdom, which includes the names of the holder's parents; OR
 - A birth certificate issued in the Channel Islands, the Isle of Man or Ireland; OR
 - A certificate of registration or naturalisation stating that the holder is a British citizen; OR
 - A letter issued by the Home Office to the holder which indicates that the person named in it can stay indefinitely in the United Kingdom, or has no time limit on their stay; OR
 - An Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the person named in it can stay indefinitely in the United Kingdom, or has no time limit on their stay; OR
 - A letter issued by the Home Office to the holder which indicates that the person named in it can stay in the United Kingdom, and this allows them to do the type of work that you are offering; OR
 - An Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the person named in it can stay in the United Kingdom, and this allows them to do the type of work that you are offering.

- Second Combination of two documents

- A work visa or other approval to take employment that has been issued by the UK government. Plus, one of the following documents:
- A passport or other travel document endorsed to show that the holder is able to stay in the United Kingdom and can take the employment in question; OR
- A letter issued by the Home Office confirming that the person named in it is able to stay in the United Kingdom and can take the employment in question.

QUALIFICATIONS

At Interview

Evidence of qualifications relevant to the post and proof of Qualified Teacher Status (if applicable) will also be required. We can only accept original certificates. If you cannot produce original documents or certified copies, written confirmation of your relevant qualifications must be obtained from the awarding body.

PROOF OF IDENTITY

At Interview - In accordance with Keeping Children Safe in Education, we must see proof of your identity and evidence your name, date of birth, address and see some form of photographic identity.

At Appointment - In accordance with Safer Recruitment guidelines designed to protect young people, we will check your suitability to work with children. You will need to undertake an Enhanced Disclosure via the Disclosing and Barring Service (DBS), involving completing an electronic application for this purpose and provide original supporting documents. A copy of the DBS Code of Practice can be made available on request.

MEDICAL CLEARANCE

At Appointment - Verification of your medical fitness is required and again you will be asked to complete a form. You will not be able to start work, for insurance purposes, until medical clearance has been received.

Policy Statement on the Recruitment of Ex-Offenders

- The Trust is committed to the fair treatment of its staff, potential staff or users of its services, regardless of any protected characteristics (e.g. age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, religion or belief, sex, sexual orientation, race/colour/nationality/ethnic origin, disability) or their responsibilities for dependants or their offending background.
- This policy will be made available to all applicants at the outset of the recruitment process.
- The Trust actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience.
- A DBS check is usually required for most positions in the Trust. For positions requiring a DBS check, all application forms, job adverts and recruitment briefs will contain a statement that a satisfactory DBS check is an essential condition of employment with the Trust.
- A DBS check will be requested after an offer of employment has been made, and the person has accepted the offer of employment. Therefore, any offer of employment is subject to receipt of a satisfactory DBS check.
- Where a DBS check is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. Applicants called for interview should provide details of their relevant criminal record by completing the self-disclosure form which will be sent to them when they are invited for interview. This form should be given to the Chair of the interview panel. This is to ensure that only those who are entitled to see the information are privy to it. If you are unsure what constitutes a relevant criminal record, please refer to [this document](#) for clarification.
- Failure to provide details of a criminal record or information that is directly relevant to the position sought could lead to the offer of employment being withdrawn or dismissal if the successful candidate has already commenced employment in the post.
- The Trust will take advice from a suitably trained person (usually the Trust's HR Manager or Legal Adviser) to identify and assess the relevance and circumstances of offences.
- At interview, or in a separate discussion, the Trust will ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position.
- The Trust makes every subject of a DBS check aware of the existence of the Code of Practice and make a copy available on request.
- The Principal (or designated senior manager) and the HR Manager will be made aware that all information in relation to previous convictions given by applicants must be treated in the strictest confidence.
- The Trust undertake to discuss any matter revealed in a DBS check with the person seeking the position before withdrawing a conditional offer of employment.
- The Trust will comply with its obligations under the Data Protection Act 2018 in its storage, handling, use, retention and disposal of disclosures and disclosure information.