

# TEACHER OF SCIENCE

## RICHMOND SCHOOL

Application Pack



# Richmond School & Sixth Form College

Being the best we can be

May 2021

Dear Colleague

Thank you for your interest in joining our team at Richmond School and Sixth Form College. This is an exciting time in terms of our development and a fantastic opportunity for a keen and talented teacher to help shape our future.

Richmond School and Sixth Form College is an exciting, forward-thinking, inclusive and caring place to work and study.

On visiting, there's an immediate sense that it is more than just a school, it is a community within a community and students, visitors, parents and staff often comment on the special 'buzz' they feel when they are here. It's hard to pinpoint, but it's a combination of many factors that unite to make this such a special place. Dedicated teachers, fabulous facilities, a wonderful heritage, a sense of belonging and incredible students all combine to make the school the exceptional place that it is. Our broad, rich curriculum and extra-curricular provision mean there is a genuine culture of constant improvement and going over and above for the students we teach and anybody appointed to this role would need to be of a similar mind-set.

Students work hard to demonstrate and develop the school's six values - Creativity, Excellence, Independence, Resilience, Respect and Teamwork. Our values are integral to each child's education, both academically and in extra-curricular activities and they underpin everything we do. We encourage our students to apply these values every day. As a result of a positive culture and the rigorous application of our policies, students learn well and behave well. There is a calm atmosphere in the school and students tell us they feel safe and well supported.

I do hope the above inspires you to apply for the post being advertised.

I look forward to reading your application and to welcoming a creative and dynamic colleague to Richmond School. If you would like to know more about the school, please visit our website [richmondschool.net](http://richmondschool.net) and our short video <https://www.richmondschool.net/about-us/transition/> which will give you a flavour of the school. If you have any questions about the role then please contact [admin@richmondschool.net](mailto:admin@richmondschool.net) and they will guide your query to the most appropriate person.

Yours sincerely

A handwritten signature in dark ink, appearing to read 'J Potter', written in a cursive, flowing style.

Jenna Potter  
Headteacher

|                             |                                     |
|-----------------------------|-------------------------------------|
| <b>Job Description for:</b> | Teacher of Science                  |
| <b>Contract:</b>            | Variable (0.4-0.6) Permanent        |
| <b>Grade:</b>               | Main Professional Range (MPR)       |
| <b>Reporting to:</b>        | Lead Teacher/Assistant Lead Teacher |
| <b>Disclosure Level:</b>    | Enhanced                            |

**Purpose:** To secure high standards of learning outcomes for all students at all Key Stages.

### **Teaching and Learning Responsibilities**

- To have the highest expectations for all students. Lessons are appropriately challenging and have a clear purpose.
- To cater for the needs of individual students that they all can participate in the lesson and achieve the best possible outcomes. Students feel cared for, known and supported in a teaching and learning environment that reflects the values of the Areté Learning Trust.
- To role model the values of the school, for example to encourage students to learn from their mistakes and see setbacks part of the learning process and to strive for excellence.
- To manage student behaviour so that all students learn in a supportive environment that reflects the values of the Areté Learning Trust.
- To use the school feedback system of Aim Higher Time to give planned and timely feedback so that students can act upon the feedback to help them improve.
- To record and report on the attendance, progress, development and attainment of students and keep such records as are required.
- To work as part of the department team in developing programmes of learning, resources and assessments as required.
- To be a reflective practitioner who continues to develop excellent subject knowledge and teaching and learning techniques.
- Additional Responsibilities - to participate in duties at break, before and after school as required.

We also expect teachers to complete all administrative tasks in a professional manner and to meet all the Teachers' Standards (updated 2013) as contained in the DfE document found here:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/665520/Teachers\\_Standards.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/665520/Teachers_Standards.pdf)

### **School Values**

The post holder will subscribe to the notion that we want all members of our School community to value: Respect, Teamwork, Creativity, Excellence, Resilience and Independence

**Person Specification: Teacher of Science**

| <b>Qualities and Attributes</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| <b>Qualifications</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                    |
| <b>ESSENTIAL</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>DESIRABLE</b>                                                                   |
| <ul style="list-style-type: none"> <li>▲ A good quality degree in a related subject area</li> <li>▲ Qualified Teacher status or pending PGCE/QTS</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <ul style="list-style-type: none"> <li>▲ Evidence of recent CPD</li> </ul>         |
| <b>Experience</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                    |
| <b>ESSENTIAL</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>DESIRABLE</b>                                                                   |
| <ul style="list-style-type: none"> <li>▲ Teaching Science up to and including GCSE &amp; A-level/CTEC</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                    |
| <b>Knowledge and Skills</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                    |
| <b>ESSENTIAL</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>DESIRABLE</b>                                                                   |
| <ul style="list-style-type: none"> <li>▲ Strong subject knowledge</li> <li>▲ An understanding of what makes excellent teaching and learning and the willingness to strive for this on a daily basis</li> <li>▲ Effective and imaginative use of resources, including new technologies</li> <li>▲ Good understanding of assessment and the ability to put this into practice</li> <li>▲ The ability to challenge students effectively so that the needs of all are met</li> <li>▲ The ability to develop students' literacy and numeracy skills through the subject area</li> <li>▲ An ability to forge good working relationships with staff and students</li> <li>▲ Efficient organisational skills, including the ability to meet deadlines</li> <li>▲ Knowledge and understanding of current developments in teaching within the subject area</li> <li>▲ Ensure that whole school policies are implemented consistently</li> </ul> | <ul style="list-style-type: none"> <li>▲ Experience of teaching Physics</li> </ul> |
| <b>Personal</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                    |
| <b>ESSENTIAL</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>DESIRABLE</b>                                                                   |
| <ul style="list-style-type: none"> <li>▲ Ability to work hard under pressure</li> <li>▲ Ability to manage time and prioritise</li> <li>▲ Ability to relate to and build relationships with students, parents and other members of the school community</li> <li>▲ Commitment to continued professional development</li> <li>▲ Commitment to contribute to extra-curricular activities and educational visits</li> <li>▲ Good attendance and punctuality record</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                    |
| <b>UPS Teachers</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                    |
| <b>ESSENTIAL</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>DESIRABLE</b>                                                                   |
| <ul style="list-style-type: none"> <li>▲ Provide a role model for teaching and learning and make a distinctive contribution to the raising of student standards</li> <li>▲ Contribute effectively to the work of a wider network of colleagues</li> <li>▲ Take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve students' learning</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                    |

## Department Details

### Overview

We are a busy and bustling Science department aiming to maximise our performance and outcomes in every way we can. We have a team full of experience who go above and beyond to provide our students with a rich and challenging curriculum.

### Accommodation

We are fortunate to have 10 well-equipped modern laboratories, full of natural light all on the same floor. Staff are allocated their own teaching room wherever this is possible. These rooms are well resourced and are close to the large prep lab. There is a spacious staff workroom which is used by the science team throughout the day.



### Curriculum

In Years 7 and 8 students are taught in mixed ability sets. We deliver a course that has been developed in-house based on the AQA Key Stage 3 Science syllabus and incorporates aspects of Best Evidence Science Teaching (BEST) which has been developed by the University of York Science Education Group and the Salters' Institute. The aim is to develop a deep understanding of the core Science principles and skills students will need for further study.

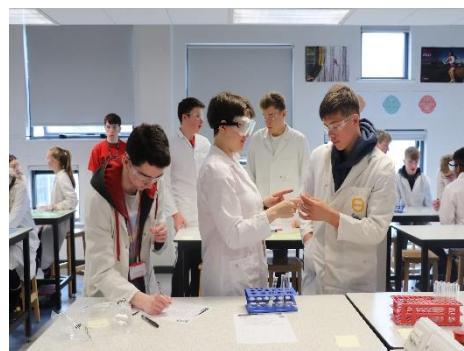
In Year 9 we begin teaching GCSE level material in mixed ability sets. We follow the AQA GCSE Science specification and tailor the curriculum to deliver the most appropriate material for this stage of the student's education. Year 9 students are given the option to study for Separate Science GCSEs in year 10 and 11 or to study for Combined Science instead.

In year 10 and 11 we teach AQA Combined Science (trilogy) to most of the year group in 9 lessons across the fortnight. For those who opted for Separate Sciences there are 5 further lessons a fortnight. Separate Science students have specialist teachers for each of their Sciences, whilst Combined Science students have two teachers who share the delivery of the course.

We provide A-level courses in Biology, Chemistry and Physics (all AQA). Each class is taught by two teachers over 8 lessons a fortnight, with a ninth period timetabled for independent further study.

### Staffing Structure

There are currently 10 Science teachers in the Department of which 2 are part time. This is composed of 4 Biologists, 4 Chemists and 2 Physicists.



## APPLYING FOR A JOB WITH ARETÉ LEARNING TRUST

### IMPORTANT ADVICE ON COMPLETING THIS APPLICATION

Your application form plays an important part in your selection. Please ensure you address all the essential requirements listed in the specifications. The following advice should help you to complete the application form as effectively as possible.

#### Rehabilitation of Offenders

If the post you are applying for requires you to have a Disclosure and Barring Service (DBS) check you will be required to disclose full details of your criminal history prior to your interview. 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 this information will result in any offer of employment being withdrawn.

A DBS check will be carried out for successful applicants where the post involves access to children and/or vulnerable adults. 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 authority. Any information given will be completely confidential and will be considered only in relation to this application.

#### Canvassing

You must not try to influence any staff members, governors or directors of Areté Learning Trust to act in your favour, as this will disqualify you. If you are related to a trust member, director, employee or governor you must indicate this in the relevant section of the application form.

#### How to apply

Please forward your completed application form to the following email address: [recruitment@xentrall.org.uk](mailto:recruitment@xentrall.org.uk) stating the title of the post you are applying for in the subject box.

The closing date for receipt of applications is **9am on Friday 21 May 2021** with interviews taking place on Wednesday 26 May 2021.

## APPLICATION FOR POST OF: TEACHER OF SCIENCE AT RICHMOND SCHOOL

**Please write in black ink or type. Do not include a CV.**

This application form has been designed to exclude information that might lead to discrimination.

| SECTION 1 - PERSONAL DETAILS |  |                                        |  |
|------------------------------|--|----------------------------------------|--|
| Title:                       |  | First forename:                        |  |
| Other forename:              |  | Surname:                               |  |
| Former Surname:              |  | Other names:                           |  |
| Address line:                |  |                                        |  |
| Town:                        |  | County:                                |  |
| Postcode:                    |  | Country:                               |  |
| Home Phone No:               |  | Resident at this address since (Date): |  |
| Mobile Number:               |  | Work Number:                           |  |
| Email Address:               |  |                                        |  |

Please note correspondence regarding your application may be sent to your e-mail and/or postal address. If you have not heard from us within 21 days of the closing date, please assume your application has not been shortlisted. You are welcome to ring the school to ask for feedback to assist you in any future applications.

| SECTION 2 - PERSONAL DETAILS CONTINUED                                                                                |                                                          |  |
|-----------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|--|
| Are there any restrictions to your residence in the UK which might affect your right to take up employment in the UK? | Yes <input type="checkbox"/> No <input type="checkbox"/> |  |
| If Yes, please provide details:                                                                                       |                                                          |  |
| If you are successful in your application would you require a work permit prior to taking up employment?              | Yes <input type="checkbox"/> No <input type="checkbox"/> |  |
| If Yes, please specify dates:                                                                                         | Date (MM/YY) From:<br>Date (MM/YY) To:                   |  |
| Have you ever lived and/or worked outside of the UK?                                                                  | Yes <input type="checkbox"/> No <input type="checkbox"/> |  |
| If Yes, please provide details:                                                                                       |                                                          |  |
| Do you hold a Certificate of Good Conduct for your time spent abroad?                                                 | Yes <input type="checkbox"/> No <input type="checkbox"/> |  |
| If yes, please provide the date of issue.                                                                             | Date:                                                    |  |

Insert your National Insurance Number:

|  |  |  |  |  |  |  |  |  |
|--|--|--|--|--|--|--|--|--|
|  |  |  |  |  |  |  |  |  |
|--|--|--|--|--|--|--|--|--|

**SECTION 3 – SOURCE OF APPLICATION**

Where did you see the vacancy advertised? .....

**SECTION 4 – SECONDARY EDUCATION**

| Subject | Qualification (n.b. include level 2 and level 3 qualifications) | Grade | Month/Year obtained (Mandatory) |
|---------|-----------------------------------------------------------------|-------|---------------------------------|
|         |                                                                 |       |                                 |
|         |                                                                 |       |                                 |
|         |                                                                 |       |                                 |
|         |                                                                 |       |                                 |
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|         |                                                                 |       |                                 |
|         |                                                                 |       |                                 |
|         |                                                                 |       |                                 |
|         |                                                                 |       |                                 |
|         |                                                                 |       |                                 |

**SECTION 5 – FURTHER EDUCATION**

Detail here any Further Education/Vocational/Professional Qualifications/Other Qualifications held or currently being studied (continue on a separate sheet if necessary)

| School, College or University | Subject | Qualification/Level | Grade | Year Obtained / Examination Date |
|-------------------------------|---------|---------------------|-------|----------------------------------|
|                               |         |                     |       |                                  |
|                               |         |                     |       |                                  |
|                               |         |                     |       |                                  |
|                               |         |                     |       |                                  |

**SECTION 6 – CPD**

Please give details of recent significant in-service training courses etc. attended. (Continue on a separate sheet if necessary). *(Newly Qualified Teachers are invited to outline key elements of their course and dissertation work)*

| Organising Body | Nature/Title of Course | Dates |
|-----------------|------------------------|-------|
|                 |                        |       |
|                 |                        |       |
|                 |                        |       |
|                 |                        |       |
|                 |                        |       |

**SECTION 7 – MEMBERSHIP OF PROFESSIONAL BODIES**

| Institute | Grade of Membership,<br>Membership Number | Enrolment<br>date | Examination<br>date | Expiry date |
|-----------|-------------------------------------------|-------------------|---------------------|-------------|
|           |                                           |                   |                     |             |
|           |                                           |                   |                     |             |
|           |                                           |                   |                     |             |
|           |                                           |                   |                     |             |
|           |                                           |                   |                     |             |

**SECTION 8 – REGISTERED COUNCILS**

|                                                                    |                                                          |
|--------------------------------------------------------------------|----------------------------------------------------------|
| Are you registered with the Institute for Learning?                | Yes <input type="checkbox"/> No <input type="checkbox"/> |
| If you have answered Yes, please provide your Registration number: |                                                          |

**Teaching Roles only:**

|                                                                |                                                                                                                                      |
|----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| Teacher Reference Number:                                      |                                                                                                                                      |
| Current salary point:                                          |                                                                                                                                      |
| Date QTS awarded:                                              |                                                                                                                                      |
| Induction period completed?                                    | Yes <input type="checkbox"/> No <input type="checkbox"/>                                                                             |
| If you have answered Yes, please confirm the date:             |                                                                                                                                      |
| If you have answered No, please select the appropriate option: | Not yet started <input type="checkbox"/><br>Stage 1 completed <input type="checkbox"/><br>Stage 2 completed <input type="checkbox"/> |

**SECTION 9 – PRESENT OR MOST RECENT EMPLOYMENT**

|                                                           |                                          |
|-----------------------------------------------------------|------------------------------------------|
| Name of Employer:                                         |                                          |
| Local Education Authority:                                |                                          |
| Address line:                                             |                                          |
| Town:                                                     | County:                                  |
| Postcode:                                                 | Country:                                 |
| Post held:                                                | Grade:                                   |
| Number on roll ( <i>teaching roles only</i> ):            | Age Range ( <i>teaching roles only</i> ) |
| Date of appointment (Month/YYYY):                         | Salary:                                  |
| Notice Required (    ) Weeks:                             | Telephone number:                        |
| Leave date (if applicable- Month/YYYY):                   | Reason for leaving (if applicable):      |
| Summary of current job role; duties and responsibilities: |                                          |
|                                                           |                                          |

**SECTION 10 – PREVIOUS EMPLOYMENT**

List all your previous jobs (most recent first). Identify and account for any gaps in employment.

|                           |                                    |
|---------------------------|------------------------------------|
| <b>Name of Employer :</b> |                                    |
| Address line:             |                                    |
| Town:                     | County:                            |
| Postcode:                 | Country:                           |
| Post held:                |                                    |
| Job Role Summary:         |                                    |
| Grade / Salary:           | Date from (Month/YYYY):            |
| Date to (Month/YYYY):     | Reason for leaving (if applicable) |

|                          |                                   |
|--------------------------|-----------------------------------|
| <b>Name of Employer:</b> |                                   |
| Address line:            |                                   |
| Town:                    | County:                           |
| Postcode:                | Country:                          |
| Post held:               |                                   |
| Job Role Summary:        |                                   |
| Grade / Salary:          | Date from (Month/YYYY):           |
| Date to (Month/YYYY)     | Reason of leaving (if applicable) |

|                         |                                     |
|-------------------------|-------------------------------------|
| <b>Name of Employer</b> |                                     |
| Address line:           |                                     |
| Town:                   | County:                             |
| Postcode:               | Country:                            |
| Post held:              |                                     |
| Job Role Summary:       |                                     |
| Grade / Salary:         | Date from (Month/YYYY):             |
| Date to (Month/YYYY):   | Reason for leaving (if applicable): |

|                         |                                     |
|-------------------------|-------------------------------------|
| <b>Name of Employer</b> |                                     |
| Address line:           |                                     |
| Town:                   | County:                             |
| Postcode:               | Country:                            |
| Post held:              |                                     |
| Job Role Summary:       |                                     |
| Grade / Salary:         | Date from (Month/YYYY):             |
| Date to (Month/YYYY):   | Reason for leaving (if applicable): |

**Please provide details for any gaps in your employment history when you have not been in education, training or employment.**

**Please list dates and the reason (i.e. Travel, Parental leave etc)**

Gaps in employment (including dates)

## SECTION 11 – REFERENCES

Please give the name and addresses of two referees (not relatives) one of whom should be your present employer (or last employer if not currently employed). If you are in, or have just completed, full time education, one referee should be from your College/University.

|                                                                                                 |                                                          |
|-------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| Title:                                                                                          | First forename:                                          |
| Other forename:                                                                                 | Surname:                                                 |
| Address line:                                                                                   |                                                          |
| Town:                                                                                           | County:                                                  |
| Postcode:                                                                                       | Country:                                                 |
| Telephone number:                                                                               | Email address:                                           |
| Occupation:                                                                                     | Relationship to you?                                     |
| Do you give permission for referees to be contacted prior to an offer of employment being made? | Yes <input type="checkbox"/> No <input type="checkbox"/> |

**Please note your second referee should ideally be a previous line manager or someone in a position of authority.**

## SECTION 12 – REFERENCE

|                                                                                                 |                                                          |
|-------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| Title:                                                                                          | First forename:                                          |
| Other forename:                                                                                 | Surname:                                                 |
| Address line:                                                                                   |                                                          |
| Town:                                                                                           | County:                                                  |
| Postcode:                                                                                       | Country:                                                 |
| Telephone number:                                                                               | Email address:                                           |
| Occupation:                                                                                     | Relationship to you?                                     |
| Do you give permission for referees to be contacted prior to an offer of employment being made? | Yes <input type="checkbox"/> No <input type="checkbox"/> |

## SECTION 13 – DECLARATIONS AND CONSENTS

|                                                                                                                                                           |                                                          |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| Do you consider yourself to have a disability:                                                                                                            | Yes <input type="checkbox"/> No <input type="checkbox"/> |
| If yes, please detail any reasonable adjustments that you would require if you were selected to attend an interview/assessment event.                     |                                                          |
| Are you related to any member or employee of Areté Learning Trust?                                                                                        | Yes <input type="checkbox"/> No <input type="checkbox"/> |
| If you answered Yes, please provide details.                                                                                                              |                                                          |
| I understand that canvassing of any staff members, governors or directors of Areté Learning Trust in connection with this appointment will disqualify me. | Yes <input type="checkbox"/> No <input type="checkbox"/> |

**Has any previous employer expressed concerns and/or taken any action, whether informal/formal (including suspension from duty) on the following, including any investigations or actions taken by your professional body:**

|                                                                                                                                                                                          |                                                          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
| <b>Capability/Performance</b>                                                                                                                                                            | Yes <input type="checkbox"/> No <input type="checkbox"/> |
| Please provide details:                                                                                                                                                                  |                                                          |
| <b>Disciplinary</b>                                                                                                                                                                      | Yes <input type="checkbox"/> No <input type="checkbox"/> |
| Please provide details:                                                                                                                                                                  |                                                          |
| Are there any dates when you would not be available for interview in the near future?                                                                                                    | Yes <input type="checkbox"/> No <input type="checkbox"/> |
| Please provide details                                                                                                                                                                   |                                                          |
| Please state the date on which you could take up duty if appointed.                                                                                                                      |                                                          |
| I declare that the information contained in this application form is correct and understand that the trust will request to see proof of qualifications at the time of interview.         | Yes <input type="checkbox"/> No <input type="checkbox"/> |
| I consent to Areté Learning Trust recording and processing the information detailed in this application. The trust will comply with their obligation under the Data Protection Act 2018. | Yes <input type="checkbox"/> No <input type="checkbox"/> |
| Have you ever been convicted of a criminal offence/received a caution, reprimand or warning?                                                                                             | Yes <input type="checkbox"/> No <input type="checkbox"/> |

**Under the Safeguarding Vulnerable Groups Act 2006, it is a criminal offence for a barred person to knowingly work, or apply to work in regulated activity with vulnerable groups.**

**As you are applying for a post which requires a DBS clearance, under the Rehabilitation of Offenders Act 1974, you are required to disclose full details of any 'spent' and 'unspent' convictions. If you answered Yes to this question, please provide details below.**

|                                         |            |
|-----------------------------------------|------------|
|                                         |            |
| What was the date of the conviction(s)? | (DD/MM/YY) |
|                                         |            |

## SECTION 14 – SUPPORTING EVIDENCE WHICH SHOULD INCLUDE RELEVANT KNOWLEDGE, EXPERIENCE AND SKILLS

I confirm that the information that I have provided in support of this application is complete and true and understand that knowingly to make a false statement for this purpose may be a criminal offence.

Signature: ..... Date: .....

## SECTION 15 – EQUAL OPPORTUNITIES MONITORING

Areté Learning Trust is committed to equality in employment. The trust's aim is to ensure equality for all existing and prospective employees. In line with this, the Trust is required to publish work force data. In order to assist the trust with this aim please provide the information below in monitoring recruitment procedures for which your co-operation would be appreciated.

The information will not form part of our short listing, and will be separated from your application form upon receipt. The information provided will be used for statistical and monitoring purposes and to help us to develop our policies and practice and will be treated confidentially and be subject to the provisions under the current Equality Legislation and Data Protection Act.

|                         |                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Gender                  | Male <input type="checkbox"/> Female <input type="checkbox"/> Prefer not to disclose <input type="checkbox"/>                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Ethnic group            | White British <input type="checkbox"/><br>White Irish <input type="checkbox"/><br>White Other <input type="checkbox"/><br>White and Black <input type="checkbox"/><br>Mixed:<br>Mixed: White and Black African <input type="checkbox"/><br>Mixed: White and Asian <input type="checkbox"/><br>Asian or Asian British <input type="checkbox"/><br>Asian or Asian British: Indian <input type="checkbox"/> | Asian or Asian British: Pakistani <input type="checkbox"/><br>Asian or Asian British: Bangladeshi <input type="checkbox"/><br>Asian or Asian British: Other Asian <input type="checkbox"/><br>Black or Black British: Caribbean <input type="checkbox"/><br>Black or Black British: African <input type="checkbox"/><br>Black or Black British: Other Black <input type="checkbox"/><br>Chinese or Other Ethnic Group <input type="checkbox"/><br>Other <input type="checkbox"/> |
| If Other please specify |                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |