

## Job Application Form – Schools

Completed applications should be returned to the school at the following address:  
 Denise McFarlane, Bedale High School, Fitzalan Road, Bedale, North Yorkshire, DL8 2EQ

Applications can also be returned by e-mail to:  
[admin@bedalehighschool.org.uk](mailto:admin@bedalehighschool.org.uk)

### SECTION 1 - POST DETAILS

Reference Number:  
 Job Title: Behaviour Manager  
 Closing Date: Monday 25<sup>th</sup> November 2024 at noon

**Please do not include a CV.**

**This application form has been designed to exclude information that might lead to discrimination. Please refer to the accompanying guidance notes when completing your application.**

### SECTION 2 - PERSONAL DETAILS

Title:	First forename:
Other forename:	Surname:
Former Surname(s):	Other names:
Address line 1:	Address line 2:
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. Applicants who have not heard within 21 days of the closing date are thanked for their application and are asked to assume that it has been unsuccessful on this occasion.**



**SECTION 6 – 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, University or awarding body	Subject	Qualification/Level	Grade	Date Obtained / Examination Date

**SECTION 7 – COURSES**

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

Organising Body	Nature/Title of Course	Dates

**SECTION 8 – MEMBERSHIP OF PROFESSIONAL BODIES**

Institute	Grade of Membership, Membership Number	Enrolment date	Examination date	Expiry date

**SECTION 9 – REGISTERED COUNCILS**

Are you registered with the Institute for Learning? Yes  No

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"/>	Date of completion:	
If you have answered No, please select the appropriate option:	Not started <input type="checkbox"/> First formal assessment satisfactorily completed <input type="checkbox"/> Exempt <input type="checkbox"/> Please state reason:		

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**SECTION 10 – EMPLOYMENT DETAILS**

Have you previously worked for or are currently working for North Yorkshire County Council? (*An employee is defined as someone who is paid directly by NYCC and does not include those working in a voluntary capacity or via an agency*)

Yes  No

Manager's name and job title:	Job Title:
Place of work:	Employment start date (Month/YYYY):
Employment end date (Month/YYYY) (if applicable):	Reason for leaving (if applicable):
Number on roll ( <i>teaching roles only</i> ):	Age Range ( <i>teaching roles only</i> ):
Employee reference number:	

**SECTION 11 – PRESENT OR MOST RECENT EMPLOYMENT**

Name of Employer:	
Local Education Authority (if applicable):	
Address line 1:	Address line 2:
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/Months	Telephone number:
Leave date (if applicable- Month/YYYY):	Reason for leaving (if applicable):
Summary of current job role; duties and responsibilities	

**SECTION 12 – 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 1:	Address line 2:
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 1:	Address line 2:
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 1:	Address line 2:
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 1:	Address line 2:
Town:	County:
Postcode:	Country:
Post held:	
Job Role Summary:	
Grade / Salary:	Date from (Month/YYYY):
Date to (Month/YYYY):	Reason of leaving (if applicable):
<p><b>Please provide details for any gaps in your employment history (from leaving school to present) when you have not been in education, training or employment.</b>  <b>Please list dates and the reason (i.e. travel, parental leave, voluntary work, etc.)</b></p>	
Gaps in employment (including dates (Month/YYYY))	

**SECTION 13 – REFERENCE OF PRESENT OR MOST RECENT EMPLOYMENT**

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 School/College/University. If you have previously worked with children but no longer do so, you will be asked for a referee from that employer.  
**Please note your referees should ideally be a previous line manager or someone in a position of authority.**

Title:	First forename:
Surname:	Job title:
Address line 1:	Address line 2:
Town:	County:
Postcode:	Country:
Telephone number:	Email address:
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 14 – REFERENCES**

Title:	First forename:
Other forename:	Surname:
Address line 1:	Address line 2:
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 15 – DECLARATIONS AND CONSENTS**

Are there any reasonable adjustments that you would require to enable you to participate in the interview/assessment event if you were selected to attend?	
Are you related to any member or employee of the County Council?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If you answered 'Yes', please provide details	
Are you related to a member of the School Governing Body?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If 'Yes', please provide name(s) & relationship:	
I understand that canvassing of any Governors, Members or Officers of North Yorkshire County Council 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: (Include any investigations or actions taken by your professional body)**

<b>Capability or work 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:	
You are only required to declare live disciplinary sanctions unless they relate to safeguarding (see below)	
<b>Safeguarding</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Please include details of any allegations which have been made against you and how these have been categorised. Any disciplinary sanctions relating to safeguarding must also be declared, including those which have expired for disciplinary purposes.	
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	
Do you hold a current driving licence?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Driving licence number	
Driving licence type	Paper <input type="checkbox"/> Photo <input type="checkbox"/>
Date valid from (DD/MM/YY)	
Issue Country	
What type of licence is it? (eg full, provisional, HGV, PSV)	
Do you have use of a car?	Yes <input type="checkbox"/> No <input type="checkbox"/>
I declare that the information contained in this application form is correct and understand that the school/Council will request to see proof of qualifications at the time of interview.	Yes <input type="checkbox"/> No <input type="checkbox"/>
I consent to the school and North Yorkshire County Council recording and processing the information detailed in this application. North Yorkshire County Council will comply with their obligation under the Data Protection Act 2018.	Yes <input type="checkbox"/> No <input type="checkbox"/>

**SECTION 16 – SUPPORTING EVIDENCE**

Please ensure that you have read carefully the job description and person specification for the role that you are applying for. In this section you are required to detail how your knowledge, skills and experience evidence that you meet the requirements for this post as detailed in the person specification and advertisement. Shortlisting and appointment to this post will be based on your ability to meet these requirements.

If you submit this form via email you are declaring that the information stated is true and accurate. If you are invited for interview you will be asked to physically sign your application.

I understand that it is an offence to apply for this role if I am barred from engaging in regulated activity relevant to children.

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 will be judged as serious misconduct which may result in withdrawal of an offer of employment, dismissal or may be a criminal offence.

Signature: .....Dated:.....

Please return all completed applications to the school address

## SECTION 17 – EQUAL OPPORTUNITIES MONITORING

North Yorkshire County Council is committed to equality in employment. The Council's aim is to ensure equality for all existing and prospective employees. In line with this North Yorkshire County Council are required to publish work force data.

In order to assist the Council 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.

Applicant name	
Post applied for	
Closing date	
Gender	Male <input type="checkbox"/> Female <input type="checkbox"/> Prefer not to disclose <input type="checkbox"/>
<b>Please note: the categories below are taken from the 2001 Census. The Council is required to use this format for its monitoring exercises.</b>	
What is your ethnic group?	White British <input type="checkbox"/> White Irish <input type="checkbox"/> White Other <input type="checkbox"/> Mixed: White and Black <input type="checkbox"/> Mixed: White and Black African <input type="checkbox"/> Mixed: White and Asian <input type="checkbox"/> Asian or Asian British <input type="checkbox"/> Asian or Asian British: Indian <input type="checkbox"/> Asian or Asian British: Pakistani <input type="checkbox"/> Asian or Asian British: Bangladeshi <input type="checkbox"/> Asian or Asian British: Other Asian <input type="checkbox"/> Black or Black British: Caribbean <input type="checkbox"/> Black or Black British: African <input type="checkbox"/> Black or Black British: Other Black <input type="checkbox"/> Chinese or Other Ethnic Group <input type="checkbox"/> Other <input type="checkbox"/>
Please specify	
Do you consider yourself to have a disability as described by the Equality Act 2010? You are disabled under the Equality Act if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities. Further information is available here: <a href="http://www.gov.uk">Definition of disability under the Equality Act 2010 - GOV.UK (www.gov.uk)</a>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Date of birth*	

\* For successful candidates only, this information will be used as part of pre-employment vetting checks to assist in the confirmation of identify.

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## APPLYING FOR A JOB WITH NORTH YORKSHIRE COUNTY COUNCIL

### 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.

#### **Data Protection**

The information that you state on this application form will be used by the school and the Council to consider you for a job vacancy. To find out about how we use your personal data for the purposes of recruitment please see our Privacy Notice at [www.northyorks.gov.uk/working-us](http://www.northyorks.gov.uk/working-us).

#### **Rehabilitation of Offenders**

The post you are applying for is exempt from the Rehabilitation of Offenders Act 1974 and will require that you have an enhanced Disclosure and Barring Service criminal records check for work with children, with a barred list check if you work in regulated activity. The Exceptions Order 1975 as amended, means that some convictions and cautions are 'protected' so do not need to be disclosed.

Should you be shortlisted, you will be asked to disclose details of your criminal history, in line with DBS filtering rules, 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.

Please also see the policy statement on the Recruitment of Ex-offenders below.

#### **Information in Support of your Application**

Every post advertised is supported by a full person specification. The specification lists all the essential skills, experience and qualifications which are necessary for the job and the criteria against which you will be assessed, both through your application form and at interview.

As part of the application process, you may have been asked to demonstrate within this application form how you meet some or all of the criteria or key competencies outlined in the person specification. Rather than simply repeating your career history, look at the skills and experience required by the job and provide evidence that you possess them by giving **specific and detailed examples** which include a focus on outcomes and on your own contribution to the scenario. Try to use different and varied examples wherever possible.

When completing these sections, do not forget the skills and experience you have gained outside full-time work. Outlining your previous work experience or other responsibilities may help you to uncover skills which you have taken for granted and which are clear signs of your ability to do the job.

#### **Canvassing**

You must not try to influence an elected Council Member, any council employee or a member of the school governing body, to act in your favour, as this will disqualify you. If you are related to a Councillor, a Council employee or a governor you must indicate this in the relevant section of the application form.

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## Policy Statement on the Recruitment of Ex-offenders

1. As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), this school complies fully with the DBS [code of practice](#) and undertakes to treat all applicants for positions fairly.
2. This school undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.
3. This school can only ask an individual to provide details of convictions and cautions that it is legally entitled to know about. Where a DBS certificate can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 as amended, and where appropriate Police Act Regulations as amended) this school can only ask an individual about convictions and cautions that are not protected.
4. This school is committed to the fair treatment of its staff and potential staff, regardless of race, gender, religion, sexual orientation, responsibilities for dependents, age, physical/mental disability or offending background.
5. This school has this written policy on the recruitment of ex-offenders, which is made available to all DBS applicants at the start of the recruitment process.
6. This school 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. Candidates are selected for interview based on their skills, qualifications and experience and criminal record information is only requested from short-listed candidates.
7. A disclosure is only requested from the DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a criminal record check is identified as necessary, all application forms, job adverts and recruitment briefs will contain a statement that a DBS certificate will be requested in the event of the individual being offered the position.
8. This school ensures that all those who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences.
9. This school also ensures that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.
10. At interview, or in a separate discussion, this school ensures that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.
11. This school makes every subject of a criminal record check submitted to DBS aware of the existence of the [code of practice](#) and makes a copy available on request.
12. This school undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.

(Source [www.gov.uk](http://www.gov.uk))

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