|  |  |  |
| --- | --- | --- |
| Title:  Dr/Mr/Mrs/Miss/Ms | Forename/s: | Surname: |
| Preferred Name: |  | |
| Position for which you are applying |  | How did you hear about this job? |



**Safer Recruitment Application Form**

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Section 1 – Personal details** | | | | | | | | | | |
| Date of birth: | | | | | | | Former name(s): | | | |
| Address: | | | | | | | National Insurance number: | | | |
| Are you currently eligible for employment in the UK?  Yes  No   Please provide details: | | | |
| Telephone number(s):  Home:  Work:  Mobile: | | | | | | | Email address(s): | | | |
| For teaching roles only.  Do you have Qualified Teacher status? Yes  No  | | | | | | | | | | |
| Are you related to or do you maintain a close relationship with an existing employee, volunteer, Governor or Trustee of the Trust or either of the two Schools? If so, please provide details. | | | | | | | | | | |
| Have you previously applied for a position at the Trust within the Bursary or either of the two Schools? If so, please provide details. | | | | | | | | | | |
| **Section 2 – Employment** | | | | | | | | | | |
| Current/most recent employer: | | | | | Current/most recent employer's address: | | | | | |
| Current/most recent job title: | | | | Date started: | | | | | Date ended (if applicable): | |
| Brief description of responsibilities: | | | | | | | | | | |
| Current salary/salary on leaving: | | Do you/did you receive any employee benefits? If so, please provide details of these. | | | | | | | | |
| Please outline the reasons for seeking other employment: | | | | | | | | | | |
| Please state when you would be available to take up employment if offered: | | | | | | | | | | |
| **Section 3 – Previous employment and/or activities since leaving full-time education, starting with the most recent**  Please continue on a separate sheet if necessary | | | | | | | | | | |
| **Job Title**  **Employers Name & Location** | | | **Principal Responsibilities** | | | | | **Dates**  **From/To** | | **Reason for leaving** |
|  | | |  | | | | |  | |  |
| **Section 4 - Gaps in your employment**  If there are any gaps at all in your employment history, e.g. looking after children, sabbatical year, periods of unemployment, please give details and dates. | | | | | | | | | | |
| **Dates**  **From/To** | | | **Reason** | | | | | | | |
|  | | |  | | | | | | | |
| **Section 5 – Education & Qualifications**  Please provide details of your Education from Secondary School onwards. Please list your most recent qualification first. | | | | | | | | | | |
| **Dates**  **From/To** | **University/College/**  **School Attended** | | | | | **Subject(s) Studied** | | | | **Qualification(s)**  **with Grade(s)** |
|  |  | | | | |  | | | |  |
| **Section 6 – Professional & vocational qualifications, skills or training**  Please provide details of any professional vocational qualifications or skills that you possess or training that you have received which you consider to be relevant to the role for which you have applied. | | | | | | | | | | |
| **Dates**  **From/To** | **Professional Body or Course Attended** | | | | | **Subject(s) Studied** | | | | **Qualification(s)** |
|  |  | | | | |  | | | |  |
| **Section 7 – Interests**  Please provide details of any interests, hobbies or skills | | | | | | | | | | |
|  | | | | | | | | | | |

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| **Section 8 – Suitability**  Please give your reasons for applying for this post and say why you believe you are suitable for the position. Study the job description and person specification and describe any experience and skills you have gained in other jobs or similar environments which demonstrate your ability and aptitude to undertake the duties of the post. Continue on a separate sheet if necessary. |
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| **Section 9 – Criminal records, sanctions, restrictions and prohibitions** | | | |
| The Trust applies for an Enhanced Disclosure from the Disclosure and Barring Service (**DBS**), including a Children’s Barred List check for all positions which amount to regulated activity. It is unlawful for the Trust to employ anyone who is barred from working with children. It is a criminal offence for any person who is barred from working with children to attempt to apply for a position at the Trust. If you are successful in your application, you will be required to complete a DBS Disclosure Application Form. Employment with the Trust is conditional upon the Trust being satisfied with the result of the Enhanced DBS Disclosure. Any information disclosed will be handled in accordance with any guidance and/or code of practice published by the DBS.  The Trust is exempt from the Rehabilitation of Offenders Act 1974 and is therefore permitted to ask job applicants to declare all convictions, and cautions (including those which would normally be considered "spent") in order to assess their suitability to work with children. **However, you are not required to disclose a caution or conviction for an offence committed in the United Kingdom if it has been filtered in accordance with the DBS filtering rules (see Appendix 1 to this form).** If you have a criminal record this will not automatically debar you from employment. Instead, each case will be assessed fairly by reference to the Trust's objective assessment procedure set out in the Trust’s recruitment, selection and disclosure policy.  It is a condition of your application that you answer the questions below. **Before doing so please read Appendix 1.** | | | |
| Have you received a caution for, or been convicted of any criminal offence whether in the United Kingdom or in another country? **You are not required to disclose a caution or conviction for an offence committed in the United Kingdom which is subject to the Disclosure and Barring Service filtering rules (see Appendix 1).** | | Yes  | No  |
| Is there any relevant court action pending against you? | | Yes  | No  |
| Have you ever been referred to, or are you the subject of a sanction, restriction or prohibition issued by, the Teaching Regulation Agency (previously known as the National College for Teaching and Leadership (**NCTL**)), any equivalent body in the UK or a regulator of the teaching profession in any other country? | | Yes  | No  |
| Have you ever been referred to the Department for Education, or are you the subject of a direction under section 128 of the Education and Skills Act 2008 which prohibits, disqualifies or restricts you from being involved in the management of an independent school? | | Yes  | No  |
| Have you ever been the subject of a direction under section 142 of the Education Act 2002? | | Yes  | No  |
| If answering "YES' to any of the above, please provide details on a separate sheet and send this in a sealed envelope marked "confidential" with your application form. | | | |
| **Section 10 – References**  Please supply the names and contact details of two people who we may contact for references. One of these must be your current or most recent employer. If your current/most recent employment does/did not involve work with children, then your second referee should be from your employer with whom you most recently worked with children, where possible. Neither referee should be a relative or someone known to you solely as a friend. The Trust may take up references from shortlisted candidates before interview (please indicate below yes or no). The Trust reserves the right to take up references from any previous employer.  If the Trust receives a factual reference i.e. one which contains only limited information about you, additional references may be sought.  If you have previously worked overseas the Trust may take up references from your overseas employers.  The Trust may also telephone your referees in order to verify the reference they have provided. | | | |
| **Referee 1** | **Referee 2** | | |
| Name (including title):  Organisation:  Address:  Position/Job Title:  Telephone number:  Email address:  May we contact prior to interview? Yes  No  | Name (including title):  Organisation:  Address:  Position/Job Title:  Telephone number:  Email address:  May we contact prior to interview? Yes  No  | | |
| **Section 11 – Recruitment** | | | |
| It is the Trust’s policy to employ the best qualified personnel and to provide equal opportunity for the advancement of employees including promotion and training and not to discriminate against any person because of their race, colour, national or ethnic origin, sex, sexual orientation, marital or civil partnership status, religion or religious belief, disability or age. All new appointments are subject to a probationary period.  The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.  A copy of the Trust’s recruitment policy is available on request. The safeguarding policy is available to download from the School’s website. Please take time to read it.  If your application is successful, the Trust will retain the information provided in this form (together with any attachments) on your personnel file. If your application is unsuccessful, all documentation relating to your application will normally be confidentially destroyed six months after the date on which you are notified of the outcome. | | | |
| How we use your information  The Trust is legally required to carry out a number of pre-appointment checks which are detailed in the Trust’s Recruitment, selection and disclosure policy and procedure. The information you are being asked to provide in this form is required so that the Trust can comply with those legal obligations should your application be successful.  We will use the information which you have provided on this form, and which we collect from other sources (such as from references and from the Disclosure and Barring Service) for the following purposes: to assess your suitability for the role for which you have applied, to assess your suitability to work with children and to enable us to comply with our legal obligations (including safeguarding and promoting the welfare of children and young people).  Further information on how the Trust uses personal data is set out in the School’s Staff Privacy Notice, please ask for a copy. | | | |
| **Section 12 – Declaration** | | | |
| * **I confirm that the information I have given on this application form is true and correct to the best of my knowledge.** * **I confirm that I am not named on the Children's Barred List or otherwise disqualified from working with children** * **I understand that providing false information is an offence which could result in my application being rejected or (if the false information comes to light after my appointment) summary dismissal and may amount to a criminal offence.** * **I confirm that, to the best of my knowledge, I am not disqualified from working in early years’ provision or later years’ provision with children under the age of eight.**   Signature ………………………………………………………………. Date ………………………..  Where this form is submitted electronically and without signature, electronic receipt of this form by the Trust will be deemed equivalent to submission of a signed version and will constitute confirmation of the declaration at Section 12. | | | |

**Appendix 1**

# Spent convictions and the DBS filtering rules

**Spent convictions**

|  |  |  |
| --- | --- | --- |
| Sentence | Rehabilitation period  (in all cases the period commences from the date of the conviction) | |
|  | Aged over 18 at the time of the conviction | Aged under 18 at the time of the conviction |
| * Prison sentence of more than 4 years * Sentence of imprisonment, youth custody, detention in a young offender institution or corrective training of over four years * Sentence of preventive detention * Sentence of detention at Her Majesty’s Pleasure * Sentence of custody for life * Public protection sentences\* (imprisonment for public protection, detention for public protection, extended sentences of imprisonment or detention for public protection and extended determinate sentences for dangerous offenders) * A public protection sentence (the provisions for which are set out in Part 12 of the Criminal Justice Act 2003 and Part 8 of the Armed Forces Act 2006 means a sentence of imprisonment or detention, as detailed above, imposed for specified sexual and violent offences. | Never | Never |
| Prison sentence of more than 30 months but less than or equal to 4 years | Length of sentence + 7 years | Length of sentence + 3.5 years |
| Prison sentence, or sentence of detention, of more than 6 months but less than or equal to 30 months | Length of sentence + 4 years | Length of sentence + 2 years |
| Prison sentence, or sentence of detention, of less than or equal to 6 months | Length of sentence +2 years | Length of sentence + 18 months |
| Removal from HM Service | 1 year | 6 months |
| Service detention | 1 year | 6 months |
| Community order or youth rehabilitation order | 1 year | 6 months |
| Fine | 1 year | 6 months |
| Compensation order | Once paid in full | Once paid in full |
| Absolute discharge | Spent immediately | Spent immediately |
| Driving disqualification | End of the disqualification | End of the disqualification |
| Driving endorsement | 5 years from the date of the conviction | 30 months from the date of the conviction |
| Relevant order (include conditional discharge orders, restraining orders, hospital orders, bind overs, referral orders, care orders and any order imposing a disqualification, disability, prohibition or other penalty not mentioned in this table) | End of the order or, if no date given, 2 years from the date of conviction - unless the order states ’unlimited’, ’indefinitely’ or ’until further order’ as in these cases it will remain unspent | End of the order or, if no date given, 2 years from the date of conviction - unless the order states ’unlimited’, ’indefinitely’ or ’until further order’ as in these cases it will remain unspent r |
| Simple caution, youth caution | Spent immediately | Spent immediately |
| Conditional cautions, youth conditional cautions | 3 months or when caution ceases to have effect if earlier | 3 months or when caution ceases to have effect if earlier |

# Filtering rules

Certain spent convictions and cautions are considered ‘protected’ and the DBS filtering rules mean that they are not included in a DBS certificate. Job applicants are not required to disclose protected convictions or cautions. If a protected conviction or caution is inadvertently disclosed the School will disregard that information when making a recruitment decision.

You are therefore not required to disclose information about a spent criminal conviction imposed for an offence committed in the United Kingdom if you were over 18 years of age at the time of the offence and:

* 11 years have elapsed since the date of the conviction;
* it did not result in a custodial sentence; and
* it was not imposed for a "specified offence".

You are not required to disclose information about a spent caution issued for an offence committed in the United Kingdom if you were over 18 years of age at the time of the offence and :

* six years have elapsed since the date it was issued; and
* it was not issued for a “specified offence”.

You are not required to disclose information about a spent criminal conviction imposed for an offence in the United Kingdom if you were under 18 years of age at the time of the offence and:

* five and a half years has elapsed since the date of the conviction;
* it did not result in a custodial sentence; and
* it was not issued for a “specified offence”.

You are not required to disclose information about a caution issued for an offence committed in the United Kingdom if you were under 18 years of age at the time of the offence.

The list of "specified offences" can be found at:

<https://www.gov.uk/government/publications/dbs-list-of-offences-that-will-never-be-filtered-from-a-criminal-record-check>.