



ST BEES SCHOOL

WHERE WEST MEETS EAST

A MEMBER OF THE FULL CIRCLE EDUCATION GROUP

APPLICATION FORM

Name:

Post Applied For:

Please complete the application form electronically in full. It is an essential part of our selection process and the information you give will help us to select candidates for interview. Please note that you are not limited by the size of the answer boxes; they will expand. Please send your application form to the Headmaster.

All applications received are handled in accordance with the requirements of Data Protection Legislation.

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PERSONAL INFORMATION

| | |
|---|------------|
| Title: | Surname: |
| | Forenames: |
| Any Previous Surname(s): | |
| Current Address: | |
| <i>Please asterisk the telephone number you would prefer us to contact you on</i> | |
| Tel No (Home): | |
| Tel No (Work): | |
| Mobile No: | |
| Email: | |



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EDUCATION AND QUALIFICATIONS

| Senior school(s) attended | Dates: MM / YY From To | | A Levels or equivalent, dates awarded | Grades |
|--|---------------------------|--|--|--------|
| | | | | |
| Other achievements/interests at school | | | | |

| University or other Higher Education institution | Dates: MM / YY From To | | Degree and Awarding Body, dates awarded | Class |
|--|---------------------------|--|--|-------|
| | | | | |
| Other achievements/interests at University or other Higher Education Institution | | | | |
| Other awards, qualifications and courses attended (please include any CPD) | | | | |

| College, Education Centre or Institution | Dates: MM / YY From To | | Award/Course Title and Qualification |
|---|---------------------------|--|--------------------------------------|
| | | | |
| | | | |



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EMPLOYMENT HISTORY

Starting with your current / most recent position, please provide details of your employment since leaving full-time education.

Note: To satisfy the requirements for safer recruitment we need to ask for your full employment record. Any gaps between jobs or between finishing education and first employment should be recorded on page 4.

| Current Position | | | |
|-----------------------------|---------------|------------------------------|--|
| Dates of Employment | | Name and Address of Employer | Job title and brief summary of main responsibilities of the position |
| From MM / YY | To MM / YY | | |
| | | | |
| Current salary and package: | | | |
| Notice period: | | | |


| Previous Positions – starting with most recent | | | |
|--|---------------|------------------------------|--|
| Dates of Employment | | Name and Address of Employer | Job title and brief summary of main responsibilities |
| From MM / YY | To MM / YY | | |
| | | | |
| | | | |
| | | | |



Please give details of any gaps in employment since leaving full-time education.

| Start date MM / YY | Finish date MM / YY | Reason |
|-----------------------|------------------------|--------|
| | | |
| | | |
| | | |

Please note, this section is only applicable for teaching applications.

| |
|---|
| Use this space to identify which subjects you feel able to teach. Please note the level to which this would extend. |
| Teacher Reference Number (TRN): |
|  |



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SUPPORTING STATEMENT

Use this space to explain your reasons for applying; what you feel you can bring to the role you have applied for and how your experience to date has prepared you for this role. (This is in place of a covering letter).

INTERESTS AND ACTIVITIES

Please tell us about your interests and activities. The capacity of applicants to make a telling contribution to our programme of activities for the pupils is of particular interest.



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REFEREES

Please provide the names and addresses of three referees. At least two should be from employers, including a referee from your current or most recent employer.

| CURRENT OR MOST RECENT EMPLOYER | |
|--|-------------------------------------|
| Name | |
| Address | |
| Tel | |
| Email | |
| Occupation | |
| Professional relationship to applicant | |
| Contactable prior to interview | Please Circle below: Yes No |

| PROFESSIONAL REFEREE | |
|--|-------------------------------------|
| Name | |
| Address | |
| Tel | |
| Email | |
| Occupation. | |
| Professional relationship to applicant | |
| Contactable prior to interview | Please Circle below: Yes No |

| ADDITIONAL REFEREE | |
|--|-------------------------------------|
| Name | |
| Address | |
| Tel | |
| Email | |
| Occupation | |
| Professional relationship to applicant | |
| Contactable prior to interview | Please Circle below: Yes No |



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EQUAL OPPORTUNITIES

St Bees School is an equal opportunity employer. Our policy is to ensure that no job applicant or employee receives less favourable treatment because of race, colour or nationality, sex, sexual orientation, marital status, age, religion or disability, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable. Selection criteria and procedures are frequently reviewed to ensure that individuals are selected on the basis of their individual and relevant merits and abilities. All employees are given equal opportunities and, where appropriate, special training to progress within the School.

| | |
|--|--|
| Working in the UK | |
| | Yes / No – please delete as appropriate |
| Do you have any restrictions on taking up employment in the UK? | Yes / No |
| If you have answered yes, please answer the following two questions: | |
| Do you require a work visa to be employed in this country? | Yes / No |
| If you possess a work visa, please give details: | |

| | |
|--|-----------------|
| Reasonable adjustments | |
| Do you have any disability that may require reasonable adjustments to be made during the selection process? If yes, please give details below: | Yes / No |

| | |
|---|-----------------|
| Conflict of interest | |
| Do you have any connection with the School you have applied for? If yes, please provide brief details below: | Yes / No |



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RECRUITMENT CHECKS

St Bees School is a “registered body” under the Police Act 1997 because employment there involves access to children under the age of eighteen. This post will require an enhanced DBS check from the Disclosure and Barring Service (formerly Criminal Records Bureau) and a check against the Children’s Barred List before an offer of employment. You will need to apply for a new disclosure, even if you already hold one. Alternatively, if you are registered with the DBS Update Service, you will need to provide your reference number and permission to undertake a search. This will also apply to former members of staff who re-join unless less than three months have passed between their leaving and their re-employment date. If you have lived or worked abroad for a period of three months or more during the past five years you will also need to provide appropriate paperwork, such as a police certificate of good conduct, from the countries you have lived in.

| | |
|--|--|
| Additional Identification | |
| | |
| Disclosure and barring checks | Yes / No – please delete as appropriate |
| Do you have any convictions, cautions, reprimands or final warnings that are not “protected” as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013)? | |
| Is there any reason why you may not be suitable to work with children or vulnerable adults? If yes, please explain: | |
| Have there been any Child Protection concerns/investigations about you in the past? If yes, please explain: | |
| Have you lived abroad for a period of three months or longer within the last five years? If yes, please give dates and country/ies and be aware that you will need to provide a Police Certificate of Good Conduct from the country/ies. | |



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DECLARATIONS

I confirm that this information is, to the best of my knowledge, true and complete.

* I am aware that the post for which I am applying is exempt from the Rehabilitation of Offenders Act 1974 and therefore that all convictions, cautions and binding-over orders, other than those protected under the 2013 Exceptions Order to that Act, must be declared. I have not been disqualified from working with children, am not named on the Children's Barred List, am not subject to any sanctions imposed by a regulatory body (e.g. the General Teaching Council) and either I have no unprotected convictions, cautions, reprimands or final warnings, or I have attached details of any of these in a sealed envelope marked "confidential – not to be opened until the short-list stage if applicable".

* I understand that, if successful, I shall be subject to enhanced clearance through the Disclosure and Barring Service (DBS), and be checked against the Children's Barred List.

* In addition to taking up references, the School may undertake an internet search of social media.

* I understand that the School are authorised to obtain references and may approach my nominated referees as indicated above for information to verify particular experience or qualifications.

* I understand that if I am currently working with children on either a paid or voluntary basis, my current employer will be asked about disciplinary offences relating to children, including anywhere the penalty is time expired (that is where a warning could no longer be taken into account in any new disciplinary hearing, for example); also whether I have been the subject of any child protection concerns and, if so, the outcome of any enquiry or disciplinary procedure. If I am not currently working with children, then I understand that a previous employer where I worked with children will be asked about those issues.

* I understand that providing false information is an offence and could result in my application being rejected, or in summary dismissal if I have been appointed; also in possible referral to the police.

* Please refer to the Job Applicant Privacy Notice which details how we will use your data.

* I understand that any offer of employment made by the School will be conditional on receipt of satisfactory references, DBS clearance and a medical report.

* I acknowledge that I received a copy of St Bees School Management Company's Privacy Notice for job applicants and that I have read and understood it.

Signed

Date

For office use only



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JOB APPLICANT PRIVACY NOTICE

St Bees School Management Company Ltd is committed to protecting the privacy and security of your personal information. This notice describes how we collect and use personal information about you during the recruitment process, in accordance with the General Data Protection Regulation (GDPR).

We are a "data controller". This means that we are responsible for deciding how we hold and use personal information about you. We are required under data protection legislation to notify you of the information contained in this privacy notice.

This notice applies to job applicants. This notice does not form part of any contract of employment or other contract to provide services. It is important that you read this notice, together with any other privacy notice we may provide on specific occasions when we are collecting or processing personal information about you.

Data protection principles

We will comply with data protection law. This says that the personal information we hold about you must be:

- Used lawfully, fairly and in a transparent way;
- Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes;
- Relevant to the purposes we have told you about and limited only to those purposes;
- Accurate and kept up to date;
- Kept only as long as necessary for the purposes we have told you about;
- Kept securely.

The kind of information we hold about you

We may collect, store, and use the following categories of personal information about you:

- Personal contact details such as name, title, addresses, telephone numbers, and personal email addresses;
- Date of birth;
- Gender;
- Recruitment information (including copies of right to work documentation, proof of address, references and other information included in a CV or cover letter or as part of the application process);

We may also collect, store and use the following "special categories" of more sensitive personal information:

- Information about your race or ethnicity, religious beliefs, sexual orientation and political opinions;
- Information about your health, including any disability, medical condition, health and sickness records;
- Information about criminal convictions and offences.

How is your personal information collected?

We collect personal information about job applicants through the recruitment process, either directly from applicants or sometimes from an employment agency or background check provider. We may sometimes collect additional information from third parties including former employers, credit reference agencies or other background check agencies.

How we will use information about you

We will only use your personal information when the law allows us to. Most commonly, we will use your personal information in the following circumstances:

- Where we need to perform our recruitment process;
- Where we need to comply with a legal obligation;
- Where it is necessary for our legitimate interests (or those of a third party) and your interests and fundamental rights do not override those interests.

We may also use your personal information in the following situations, which are likely to be rare:

- Where we need to protect your interests (or someone else's interests);
- Where it is needed in the public interest or for official purposes.



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Situations in which we will use your personal information

We need all the categories of information in the list above primarily to allow us to perform our recruitment process and to enable us to comply with legal obligations. In some cases, we may use your personal information to pursue legitimate interests of our own or those of third parties, provided your interests and fundamental rights do not override those interests. The situations in which we will process your personal information are listed below:

- Making a decision about your recruitment or appointment;
- Determining the terms on which you work for us;
- Checking you are legally entitled to work in the UK;
- Assessing qualifications for a particular job or task;
- Ascertaining your fitness to work;
- Complying with health and safety obligations;
- Equal opportunities monitoring.

If you fail to provide personal information

If you fail to provide certain information when requested, we may not be able to perform the recruitment process, or we may be prevented from complying with our legal obligations (such as ensuring health and safety).

Change of purpose

We will only use your personal information for the purposes for which we collected it, unless we reasonably consider that we need to use it for another reason and that reason is compatible with the original purpose. If we need to use your personal information for an unrelated purpose, we will notify you and we will explain the legal basis which allows us to do so.

Please note that we may process your personal information without your knowledge or consent, in compliance with the above rules, where this is required or permitted by law.

How we use particularly sensitive personal information

"Special categories" of particularly sensitive personal information require higher levels of protection. We need to have further justification for collecting, storing and using this type of personal information. We may process special categories of personal information in the following circumstances:

- In limited circumstances, with your explicit written consent;
- Where we need to carry out our legal obligations;
- Where it is needed in the public interest, such as for equal opportunities monitoring;
- Where it is needed to assess your working capacity on health grounds, subject to appropriate confidentiality safeguards;

Less commonly, we may process this type of information where it is needed in relation to legal claims or where it is needed to protect your interests (or someone else's interests) and you are not capable of giving your consent, or where you have already made the information public

Our obligations as an employer

We may use your particularly sensitive personal information in the following ways:

- Information about your physical or mental health, or disability status, to ensure your health and safety in the workplace and to assess your fitness to work;
- Information about your race or national or ethnic origin, religious, philosophical or moral beliefs, or your sexual life or sexual orientation, to ensure meaningful equal opportunity monitoring and reporting.

Do we need your consent?

We do not need your consent if we use special categories of your personal information in accordance with our written policies to carry out our legal obligations or exercise specific rights in the field of employment law. In limited circumstances, we may approach you for your written consent to allow us to process certain particularly sensitive data. If we do so, we will provide you with full details of the information that we would like and the reason we need it, so that you can carefully consider whether you wish to consent. You should be aware that it is not a condition of your contract with us that you agree to any request for consent from us.



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Information about criminal convictions

We will only collect information about criminal convictions if it is appropriate given the nature of the role and where we are legally able to do so.

We may only use information relating to criminal convictions where the law allows us to do so. This will usually be where such processing is necessary to carry out our obligations and provided we do so in line with our written policies. Less commonly, we may use information relating to criminal convictions where it is necessary in relation to legal claims, where it is necessary to protect your interests (or someone else's interests) and you are not capable of giving your consent, or where you have already made the information public.

Automated decision-making

Automated decision-making takes place when an electronic system uses personal information to make a decision without human intervention. We are allowed to use automated decision-making in the following circumstances:

- Where we have notified you of the decision and given you 21 days to request a reconsideration;
- Where it is necessary to perform the contract with you and appropriate measures are in place to safeguard your rights;
- In limited circumstances, with your explicit written consent and where appropriate measures are in place to safeguard your rights.

If we make an automated decision on the basis of any particularly sensitive personal information, we must have either your explicit written consent or it must be justified in the public interest, and we must also put in place appropriate measures to safeguard your rights. You will not be subject to decisions that will have a significant impact on you based solely on automated decision-making, unless we have a lawful basis for doing so and we have notified you.

We do not envisage that any decisions will be taken about you using automated means, however we will notify you in writing if this position changes.

Data sharing with Third Parties

We will share your personal information with third parties where required by law, where it is necessary to administer the relationship with you or where we have another legitimate interest in doing so. Third-party service providers (including contractors and designated agents) carry out activities such as IT and legal services.

We may share your personal information with other third parties, for example with a regulator or to otherwise comply with the law.

We require third parties to respect the security of your data and to treat it in accordance with the law. All our third-party service providers are required to take appropriate security measures to protect your personal information in line with our policies. We do not allow our third-party service providers to use your personal data for their own purposes. We only permit them to process your personal data for specified purposes and in accordance with our instructions.

Data security

We have put in place appropriate security measures to prevent your personal information from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, we limit access to your personal information to those employees, agents, contractors and other third parties who have a business need to know. They will only process your personal information on our instructions and they are subject to a duty of confidentiality.

We have put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulator of a suspected breach where we are legally required to do so.

Data retention

We will only retain your personal information for as long as necessary to fulfil the purposes we collected it for, including for the purposes of satisfying any legal, accounting, or reporting requirements. To determine the appropriate retention period for personal data, we consider the amount, nature, and sensitivity of the personal data, the potential risk of harm from unauthorised use or disclosure of your personal data, the purposes for which we process your personal data and whether we can achieve those purposes through other means, and the applicable legal requirements.



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In some circumstances we may anonymise your personal information so that it can no longer be associated with you, in which case we may use such information without further notice to you.

For unsuccessful applicants, your personal information will be kept for a period of 1 year after which point we will securely destroy your personal information in accordance with applicable laws and regulations.

Your duty to inform us of changes

It is important that the personal information we hold about you is accurate and current. Please keep us informed if your personal information changes during the recruitment process.

Your rights in connection with personal information

Under certain circumstances, by law you have the right to:

- **Request access** to your personal information (commonly known as a "data subject access request"). This enables you to receive a copy of the personal information we hold about you and to check that we are lawfully processing it.
- **Request correction** of the personal information that we hold about you. This enables you to have any incomplete or inaccurate information we hold about you corrected.
- **Request erasure** of your personal information. This enables you to ask us to delete or remove personal information where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal information where you have exercised your right to object to processing (see below).
- **Object to processing** of your personal information where we are relying on a legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground. You also have the right to object where we are processing your personal information for direct marketing purposes.
- **Request the restriction of processing** of your personal information. This enables you to ask us to suspend the processing of personal information about you, for example if you want us to establish its accuracy or the reason for processing it.
- **Request the transfer** of your personal information to another party.

If you want to review, verify, correct or request erasure of your personal information, object to the processing of your personal data, or request that we transfer a copy of your personal information to another party, please contact our Data Protection Officer in writing.

In the limited circumstances where you may have provided your consent to the collection, processing and transfer of your personal information for a specific purpose, you have the right to withdraw your consent for that specific processing at any time. To withdraw your consent, please contact our Data Protection Officer. Once we have received notification that you have withdrawn your consent, we will no longer process your information for the purpose or purposes you originally agreed to, unless we have another legitimate basis for doing so in law.

Data protection officer

We have appointed a Data Protection Officer to oversee compliance with this privacy notice. If you have any questions about this privacy notice or how we handle your personal information, please contact the Data Protection Officer. You have the right to make a complaint at any time to the Information Commissioner's Office (ICO), the UK supervisory authority for data protection issues.

Changes to this privacy notice

We reserve the right to update this privacy notice at any time, and we will provide you with a new privacy notice when we make any substantial updates. We may also notify you in other ways from time to time about the processing of your personal information.

If you have any questions about this privacy notice, please contact our Data Protection Officer via phone on 01946 828000.



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EQUAL OPPORTUNITIES MONITORING FORM

This section of the form will be detached from your application and will be used solely for monitoring purposes. This form will be kept separately from your application.

St Bees School recognises and is committed to ensuring applicants and employees from all sections of the community are treated equally regardless of race, gender, disability, age, sexual orientation, religion or belief, gender reassignment, marital and civil partnership status, or pregnancy and maternity.

We welcome applications from all sections of the community.

You are not obliged to complete this form but it is helpful to the School in maintaining equal opportunities.

All information provided will be treated in confidence.

Please complete the form as you feel is most appropriate for you.

Position applied for: _____

White:

☐ British

☐ Any other white background*

Asian or Asian British:

☐ Bangladeshi

☐ Chinese

☐ Indian

☐ Pakistani

☐ Any other Asian background*

Black or Black British:

☐ African

☐ Caribbean

☐ Any other Black background*

Mixed:

☐ White and Asian

☐ White and Black African

☐ White and Caribbean African

☐ Any other mixed background*

Other Ethnic Group:

☐ Arab

☐ Other Ethnic Group*

*Please specify

Date of Birth:

Do you consider yourself to have a disability:

☐ Yes

☐ No

If yes, please state nature of disability:

The Equality Act defines disability as "A physical or mental impairment which has a substantial and long-term effect on a person's ability to carry out normal day-to-day activities"



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If you wish, you may disclose information about yourself in this section about your:

| |
|---|
| Religion: |
| Sexual orientation: |
| How did you become aware of this vacancy? |
| Media: |
| Date: |
| Reference: |

