



CANDIDATE PACK



WELCOME FROM THE CHIEF EXECUTIVE OFFICER

Thank you for your interest in joining The Two Counties Trust.

We are a Multi Academy Trust with nine secondary schools educating students across Nottinghamshire and Derbyshire.

Our central office is based in Ashfield where a team of talented professionals support our schools.

This is an exciting time to join our Trust and our future is bright with more and more families choosing to send their children to a Two Counties Trust school.

A key focus for our Trust is to continue to develop a compelling learning culture for all our students and ensure that we are planning and delivering a high value curriculum.

We also continue to invest in our people, buildings and infrastructure to ensure our team are developed and rewarded, and to enable everyone to enjoy a professional working and learning environment.

I am passionate about serving our local communities and our mission is to provide our students with opportunities and experiences to enhance their life choices, making a positive contribution to the world we share.

I have a clear vision for the Trust and what we need to do to be even more successful going forward. We are ambitious for our students, our families and our employees, and our shared values of Ambition, Teamwork and Honesty are lived by everyone.

All of our employees play a key role in making our vision a reality, and this role is no exception.

I hope you find this candidate pack of interest and I look forward to receiving your application.

**WESLEY DAVIES,
CHIEF EXECUTIVE OFFICER**



OUR TRUST

We are a medium sized Trust based in the Nottinghamshire and Derbyshire area.



11,000

We are the Trust of choice for over 11,000 students



1,500

The employer of choice for 1,500 employees.



VISION

Enhancing life choices.

MISSION

To provide our students with opportunities and experiences to enhance their life choices, making a positive contribution to the world we share.

FOCUS

Collectively, we serve our communities by educating and preparing our students for the next steps in their lives.

VALUES



Ambition

We maximise our potential through striving for excellence.



Teamwork

We give 100% effort, displaying kindness and humility for the benefit of all.



Honesty

We are respectfully open about our successes and areas for growth.

STRATEGIC ANCHORS



Build a **compelling learning culture** built on strong professional relationships where all can achieve.



Craft and implement a **high-value curriculum** which is knowledge rich to allow meaningful application of skills.



We put **people first** through high-quality professional learning and a culture of coaching.



Create a healthy organisation, free from politics and confusion through clarity following the **Empowered to Lead** operating model.

OUR SCHOOLS

Our family of schools consists of nine secondary schools located in the counties of Derbyshire and Nottinghamshire. All our schools share the same values and mission, to enhance the life choices of the students we are privileged to serve. Each school implements the agreed active ingredients of a Two Counties school but maintains a local and distinctive approach.



Ashfield School

Ashfield school has an outstanding reputation for delivering high quality teaching, pastoral care and wider curriculum opportunities to the families of Ashfield. Based in Kirkby in Ashfield, the school provides secondary education for 2,600 students in the age range 11-18. The collective aim of all who work at Ashfield School is to transform the lives of young people, inspiring each individual to fulfil their full potential.



Frederick Gent School

Frederick Gent school has a commitment to a quality curriculum which is delivered with care to instil an expectation of success and a compulsion to learn. A fundamental value at the school is 'care'. The school expects all of the school community to care about themselves by committing to and investing in their own growth and development. There is an expectation that the caring ethos extends beyond the immediate school community to local, national and even international issues, something that is regularly represented by the charitable work done by staff and students at the school.



Friesland School

Friesland has a strong track record of high-quality teaching; with experienced, committed staff delivering challenging and innovative lessons. Teachers are expert subject specialists and work continuously with colleagues to plan and deliver inspirational lessons. Friesland School develops confident learners who are active participants in their education, learning not only key knowledge and content but also the skills to become mature, creative young people who go on to lead safe, healthy and fulfilling lives.



Heritage High School

Heritage High School is rooted in wanting the very best for its students. In a fast-moving world where nothing is certain, the school wants students to know that they will be supported and equipped to make good choices as they grow from children into young adults. Heritage offers high quality pastoral care and offers support to all students to ensure they feel safe and cared for, giving them the best chance of success in life. Heritage High School aims to help all of students to develop into caring young adults, aware of their place in the modern world and able to make a difference.



Manor Academy

Manor Academy aims to provide an educational experience which both challenges all students to be the best they can be academically, while developing them into responsible and caring members of their community. Highly trained staff are ambitious about providing a rich curriculum which will stimulate the whole child, developing students who are curious, motivated and excited about broadening their horizons both educationally and personally. The Manor Academy is an active participant in the life of the local community, building professional relationships and strong links with families, feeder schools and other local educational organisations.

Selston High School

Selston High School is proud of its reputation locally as a safe, caring school with high standards and expectations. The school aims for every student to achieve their full potential and enjoy the experience of attending Selston High School. The school understands the importance of examination success for students' future life chances and preparing young people to go out into the world as good citizens, with good mental health who can make a positive contribution to their communities and the future.

Springwell Community College

The College is proud of its reputation as a safe, caring and welcoming place to study. Every student is known and supported through their five years at the college. The college was completely rebuilt in 2011 and the first-class facilities provide a modern, business-like learning environment. Specialist facilities include high specification science laboratories, high-tech Design and Technology workshops, an industry standard food technology facility and professional drama and dance studios.

Swanwick Hall School

In 1922, Swanwick Hall School opened as a grammar school for 300 students. The school's motto was 'Stand Sure' and the school's badge featured an oak tree. Stand Sure tells us to be proud of who we are and where we come from, to stand sure for our values and what we believe in. The oak tree, many of which adorn the beautiful 23 acre grounds, symbolises just that: standing sure, standing strong and growing over time. Our school mission is to provide students with opportunities and experiences to enhance their life choices, and thus help them to make a positive contribution to the world that we share. This essentially means that we still take little acorns and turn them into mature oak trees that know what they are, what they stand for and what their aspirations are.

Wilthorpe School

Wilthorpe is a community that prizes learning highly. We celebrate academic progress and attainment. We are proud of our strong, stable team of expert teachers and support staff, who are our most valuable resource as a school. There is an uncompromising focus on results and high expectations of students in order to excel, young people need a firm foundation of positive relationships: with self, others and with the wider world. One student recently described the school as "a second family, another home pretty much". Our staff are unapologetically strict, but also warm and approachable; our aim is to provide a secure environment for students, where they are known and supported as individuals and can flourish.



WHY YOU SHOULD JOIN THE TWO COUNTIES TRUST

Alongside the chance to make a difference to our schools and therefore students' life choices, there are many great reasons to choose The Two Counties Trust, as a great place to continue your career.

We recognise the importance of happy, rewarded, and motivated employees and as such we have developed our HR and Professional Learning strategies to invest in people. We are fully committed to supporting your career and professional growth through a range of routes both within the school, externally, and across the Trust, offering extensive professional learning for all employees.

We have removed appraisal and appraisal related progression, recognising the limitations and changed the focus from proving to improving through professional growth which is focused on individual ambitions, enabling everyone to get a little bit better all the time. We are an organisation where you can make a difference, we live and breathe our values and work together for the benefit of our students, colleagues and the community.

We are committed to welfare of our employees and alongside our own wellbeing and workload management arrangements we have signed up to the Education Staff Wellbeing Charter. We recognise that balancing everyday life and work can sometimes create pressures and in order to support all employees we provide everyone with access to an enhanced Employee Assistance Programme from day 1 of employment. This scheme helps you and your family to manage events and issues, providing access to confidential advice on health, family, money matters, work and much more.

There are also an extensive range of benefits that are accessible to you as an employee of The Two Counties Trust.

For your health and welfare we offer discounted gym membership to over 3,400 health clubs whilst Dental and Health Care plans offer you a range of benefits including worldwide dental cover, optical care, diagnostic consultation, and therapy plus a voluntary Private Medical Insurance scheme.

Our retail benefit scheme is designed to ensure that your pay goes that bit further. We offer great personal car leasing deals through our affinity scheme with Arnold Clark and extensive savings can be made through our Salary Extras scheme. This scheme saves you money on every day essentials, travel, gifts, fashion, going out and electronics providing you with access to a range of offers and discounts which are not available on the high street.

These benefits run alongside other elements of our total reward package including access to the Teachers' Pension Scheme or Local Government Pension Scheme (depending on your role), enhanced family friendly leave and pay arrangements, free car parking, a cycle to work scheme, the opportunity to request flexible working and most importantly a friendly, professional working environment.



Health and Safety Business Partner

TTCT Central

Grade and Salary	Grade 7: £37,280 - £40,777 per annum
Working pattern	37 hours, year round
Contract term	Permanent

The role:

An exciting opportunity has arisen for a Health, Safety and Compliance Business Partner to join our dedicated Health and Safety Team at The Two Counties Trust.

As a Health, Safety and Compliance Business Partner you will support the Head of Health, Safety and Risk Management to deliver the required H&S service to the Trust ensuring that all legal compliance standards are met and act as competent person on H&S matters for your caseload of schools.

The person:

The successful candidate will ideally hold NEBOSH General Certificate in Occupational Health and Safety and IOSH Managing Safely.

We are looking for a new member of the team who is enthusiastic, shows initiative and can demonstrate experience of managing a busy workload.

If you would like to join us on the next stage of our journey, making a positive impact on the lives of our students and you are ready to share our ambition, do not hesitate to apply.

Why join us?

There are many reasons to choose The Two Counties Trust as a great place to start or continue your career.

We recognise the importance of a happy, healthy, rewarded and well motivated workforce and as such we have developed our HR strategy to invest in our employees. We have removed appraisal and appraisal related pay progression, changing the focus from validation to professional growth and enabling all our employees to get better all the time.

We are fully committed to supporting your career and professional growth through a range of routes both within schools and across the Trust and we offer extensive professional learning opportunities for all employees.

We offer:

- Highly competitive pay and pay progression opportunities.
- We do not operate appraisal or appraisal related pay progression. All employees participate in our Professional Learning Scheme which supports colleagues to develop their expertise and benefit from valuable professional learning.
- An array of employee benefits and lifestyle options including discounted healthcare, gym membership and extensive high street retail discounts.
- Entry to a career average pension scheme.
- Opportunities to experience and share practice in our partner schools across the Trust.
- A stimulating, supportive and rewarding working environment with a dedicated team of like-minded professionals.
- Excellent opportunities to develop your skills and experience and to progress your career.

- We take the wellbeing and health of employees seriously. We have a range of support mechanisms and benefits available to employees and the Trust has signed up to the Education Staff Wellbeing Charter.

The closing date for applications is: Sunday 31 August 2025 at midday.

Interviews will be held on: Thursday 11 September 2025.

It is an offence to apply for this role if you are barred from engaging in Regulated Activity relevant to children.

We are committed to safeguarding and promoting the welfare of children and young people. An offer of employment will be subject to the receipt of a satisfactory enhanced level DBS disclosure with a children's barred list check, two satisfactory references and successful completion of vetting procedures.

In accordance with the statutory guidance Keeping Children Safe in Education (KCSIE), an online search will be conducted as part of due diligence on shortlisted candidates and a social media check will be required as a condition of employment.

We are committed to recruiting and retaining a diverse workforce and candidates with a disability who meet the essential job criteria will be given an opportunity to demonstrate their abilities at interview.



JOB PROFILE

Job title:	Health and Safety Business Partner
Responsible to:	Head of Health, Safety and Risk Management
Salary / Grade:	Grade 7: £37,280 - £40,777 per annum
Working hours / weeks:	37 hours / year round
Core purpose	<p>To support the Head of Health, Safety and Risk Management to deliver the first class health and safety service to a cluster of schools, ensuring that all legal compliance standards are met.</p> <p>To ensure that the workplace is safe and without undue risk to health.</p> <p>To ensure that employees are given information, instruction and training appropriate to their role.</p> <p>To ensure that the Trust's Health and Safety policies and procedures are adhered to in a case load of schools, promoting a positive healthy and safe culture at all times.</p>

Corporate responsibilities:

- To ensure that the responsibilities of the role are carried out in a way which reflects the mission and the values of the Trust.
- To be aware of and observe all policies, procedures, working practices and regulations, and in particular to comply with policies relating to Child Protection, Equal Opportunities, Health and Safety, Confidentiality, Data Protection and Financial Regulations, reporting any concerns to an appropriate person.
- To uphold our commitment to safeguarding and to promote the wellbeing of children.
- To contribute to a culture of continuous improvement.
- To comply with all reasonable management requests.

Key responsibilities:

- To act as the competent person on H&S matters for your caseload of schools ensuring compliance with the Trusts legal obligations under health and safety law.
- To support the day-to-day management of health and safety in schools including compliance with statutory requirements and Trust policies, providing advice to colleagues on maintaining health and safety compliance.
- To oversee work experience placement checks for your caseload of schools ensuring all placements meet health and safety requirements.
- To oversee the production of, and adherence to, risk assessments in all areas, including premises, support and curriculum activities, to ensure any identified issues are identified in good time with mitigations in place.
- To feedback appropriate accident and incident data to the Head of Health, Safety and Risk with relevant analysis and recommendations.
- To support and guide schools to ensure that buildings and facilities are safe at all times, adhering to health and safety requirements and statutory guidance for the health and safety of staff, students, visitors and contractors.
- To ensure that machinery and equipment are safely maintained and monitored by responsible persons, and that there are safe systems of work in place.

- To identify any unsafe working practices and advise on changes to ensure staff and student safety.
- To ensure each school within a caseload is audited for health and safety to ensure all recommendations and action points from both internal and external audits are addressed.
- To audit Site Managers to ensure compliance with all relevant statutory site requirements including inspections, checks and tasks. This includes, but not exclusively, electrical inspections, fire safety, gas, asbestos, legionella, waste, fuel storage, boiler servicing, insurance inspections, ensuring these are logged and files are well maintained.
- To ensure health and safety management systems, processes and practices are consistent across your caseload of schools.
- To ensure that practices are in place in your caseload of schools which ensure that any contractor conducting work on site is competent to do so and that safe systems of work are in place and to take appropriate action where any contractor is found to be working in a manner which is considered to be unsafe.
- To ensure that reporting and investigation procedures are compliant and consistent in relation to all accidents, incidents, near misses in your caseload of school and to ensure that first aid procedures are compliant with Trust policy and that staff training is up to date.
- To ensure the mandatory training programme for Health and Safety is complied with in your cluster of schools, escalating non-compliance to the Headteacher and then the Head of Health, Safety and Risk.

Role of the Health and Safety Competent Person:

- To actively promote health and safety for the school, through open engagement with students, staff, visitors and contractors.
- To drive the implementation of health and safety standards across all departments.
- To support the operational delivery of the Two Counties Trust's Risk Management Policy which sets out how we identify, assess, reduce, manage or eliminate risks across the organisation.
- To recognise hazards and put in a system of controls to protect others from harm with support from the Head of Health, Safety and Risk.
- To ensure compliance with all legal and statutory requirements across the site, including health and safety, COSHH, employment law and building regulations.
- To ensure that ongoing management practices deliver compliance with H&S legislation.
- To be responsible for supporting with any relevant reports to the Health and Safety executive (HSE) where demanded by Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR).
- To receive audit reports and compile timed action plans, monitoring completion to timescale and taking remedial action when required when off track, reporting issues to the Headteacher.
- To ensure that all risk assessments are suitable and sufficient, in date and reviewed at least annually.
- To ensure COSHH assessments are completed by all departments within the school.
- To ensure that reporting is timely and accurate.
- To issue, log and follow up on H&S staff training to ensure that all employees have completed required training relevant to their role, highlighting issues with compliance to the Headteacher.
- To identify Health & Safety competence requirements and provide the necessary training.
- To ensure all accidents, incidents, near misses and dangerous occurrences are recorded, identifying common trends for example slips or falls in a particular area and take remedial action.
- To carry out low level investigations of incidents as required, escalating any high-level investigations to the Head of Health, Safety and Risk Management.
- To ensure the Emergency Evacuation Plan is kept up to date with key staff's responsibilities identified and that there is adequate fire warden cover at all times.

- To ensure Personal Emergency Evacuation Plans (PEEPS) are carried out for all staff and students who need assistance to evacuate in an emergency situation.
- To establish a health and safety working group involving key members of staff e.g. site manager and Heads of Department, ensuring that staff at all levels are represented and hold meetings at least termly.
- To ensure there are adequate numbers of first aid trained staff and maintain a register.
- To ensure all first aid boxes are checked monthly and stock replenished.
- To ensure all new employees receive a H&S induction by the school and the relevant training is allocated for completion.
- To ensure all educational visits are risk assessed and authorised using the Evolve system, providing guidance on educational visits, onsite events and student activities.
- To support schools with Health and Safety Governance.
- To ensure that personal protective equipment (PPE) is provided to school staff when required ensuring staff are trained to use PPE correctly.
- To carry out DSE Assessments as required and to assist HR with implementing Occupational Health recommendations in respect of reasonable adjustments.

Notes:

This document is an overview of the role. The responsibilities will include but will not be limited to those listed above and it is anticipated that the role will evolve over time and as such the duties may change.

This document does not form part of the contract of employment.

It is an offence to apply for this role if you are barred from engaging in Regulated Activity relevant to children.

This post will have regular contact with children and as such a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS) with a Children's Barred List Check is required as a condition of employment.

In accordance with the statutory guidance Keeping Children Safe in Education (KCSIE), an online search will be conducted as part of due diligence on shortlisted candidates to identify incidents or issues that may have happened, and which are publicly available online, which we may need to explore with shortlisted candidates.

Candidates for management positions will also require a satisfactory Section 128 check.

Our Mission:

Why do we exist? To provide our students with opportunities and experiences to enhance their life choices, making a positive contribution to the world we share.

Our values:

How do we behave?

- Ambition:** we maximise our potential through striving for excellence.
- Teamwork:** we give 100% effort, displaying kindness and humility for the benefit of all.
- Honesty:** we are respectfully open about our successes and areas for growth.

Our strategic anchors:

- Build a compelling learning culture built on strong professional relationships where all can achieve.
- Craft and implement a high-value curriculum which is knowledge rich to allow meaningful application of skills.

- We put people first through high-quality professional learning and a culture of coaching.
- Create a healthy organisation, free from politics and confusion through clarity following the empowered to lead operating model.

PERSON SPECIFICATION

Role: Health and Safety Business Partner

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Qualifications & Training

1	NEBOSH General Certificate in Occupational Health and Safety	E	✓	
2	IOSH Managing Safely	E	✓	
3	Evidence of continuing CPD relevant to the role, e.g., annual update training	E	✓	

Experience

4	Significant experience in a health and safety compliance role	E	✓	✓
5	Practical experience of site health and safety regulations	E	✓	✓
6	Experience of conducting audits and risk assessments and follow-on activity	E	✓	✓
7	Experience of undertaking site audits and implementing remedial action	E	✓	✓
8	Experience of working within education	D	✓	✓

Knowledge & Understanding

9	An understanding of the mission and values of the Trust.	E	✓	✓
10	An understanding of safeguarding issues and promoting the welfare of children.	E		✓
11	Competent in all aspects of UK Health and Safety legislation	E	✓	✓
12	Understands how to apply regulatory requirements in a practical manner	E	✓	✓
13	Knowledge of operational risks	E		✓

Skills & Abilities

14	Ability to form and maintain appropriate professional boundaries with children.	E		✓
15	Competent user of MS Office	E	✓	
16	Analytical thinker with excellent problem-solving skills	E		✓
17	Clear and accurate written communication skills	E	✓	
18	Confident verbal communicator with the ability to influence others	E		✓
19	Ability to promote a positive health and safety culture	E		✓
20	Ability to delegate and maintain accountability for outcomes	E		✓

Personal Attributes

21	Self-motivated and able to work on own initiative	E		✓
22	Flexible and able to juggle multiple priorities	E		✓
23	Tenacity and attention to detail	E		✓
24	Able to organise self and others to meet deadlines	E		✓
25	Able to work under pressure to prioritise workload	E		✓
26	Professional, tactful and sensitive, whilst focused on getting the job done	E		✓
27	Enthusiastic and open to new ideas and ways of working	E		✓

Other

28	A commitment to uphold and promote equality of opportunity.	E		✓
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KEY

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Essential
Desirable

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Assessed by Application Form
Assessed by Interview

HOW TO APPLY

TES is our recruitment platform so please go to www.tes.com/jobs to apply for this role online.

If you do not wish to apply online you can request an application form from HR@ttct.co.uk to be returned via e-mail.

Please ensure that you set out in your application on no more than 2 sides of A4, why your experience and ambition is a good fit for the role of Health and Safety Business Partner within The Two Counties Trust.

In order to comply with Safeguarding requirements, you must complete either an application form or apply online via TES. We cannot accept a Curriculum Vitae as an application for this post.

Please note that we receive a large number of applications and so unfortunately cannot provide feedback to everyone. If you have not been contacted within four weeks of the closing date you should assume that your application has not been successful on this occasion.

Applications must arrive by Sunday 31 August 2025 at midday.

Interviews will be held on Thursday 11 September 2025.

TOP TIPS FOR A SUCCESSFUL APPLICATION

Here are our top tips to help your application stand out and give you the best chance of getting shortlisted for an interview.

1. Always read the job profile

The job profile includes details of the responsibilities of the role and the essential and desirable criteria we are looking for in the person specification. This list of criteria is what we will use to put together our shortlist, the more essential and desirable criteria you meet, the more likely you are to be invited for an interview. Make sure to read what we are looking for, and then highlight which points you meet when completing your application.

2. Complete as much detail as possible

We get many applications where some of the information is missing. We understand applications can be a lengthy process, but poorly completed applications give the impression that little effort has been made by the applicant. There also may be vital information missing that we need when making our selection decision. It is important to make sure your details are accurate and up to date. When going over your work history, make sure you mention any relevant experience you gained from those roles and do not leave gaps in your employment history. Where there are genuine gaps, you must address these.

3. Make sure your supporting statement is well constructed

Your supporting statement is your chance to show how you meet our person specification, so make sure you have the job profile document available to refer back to. This section is where you can really sell yourself and tell us anything that is relevant to the role you are applying for, and to highlight anything that will make your application stand out. Please ensure your supporting statement is focussed and should normally not extend beyond two sides of A4.

4. Proofread your application before submission

Once your application is complete and ready to submit, do one final read over to check for any mistakes and to make sure you are happy with all the information you have provided. Perhaps do one more check over the person specification and make sure you have demonstrated how you meet the criteria including examples where appropriate.

5. Be truthful

While you want to highlight all the experience you do have, be careful not to exaggerate your work history. This may get you an interview, but may not get you any further than that. Also be honest about what grades you received from your education history, as we will ask to see proof of qualifications.

6. References

We ask all applicants to provide the details of two people who will act for you as a referee. Please ensure one of them is your current/most recent employer and the other is from your most recent employment prior to this. If you do not have two employment referees, for example if you have just left school or university, you should use the course leader as your referee.

Your employment referee should not be a colleague but, the name of the most senior person who can provide a reference on behalf of the organisation. If you are currently working at a school the Headteacher **must** be cited as your referee. Make sure to provide all the relevant information; name of the person, what role they hold, in what capacity they know you and their email address. There is a tick box for you to let us know if you are happy for us to contact that referee before interview. We will never contact someone you do not give us permission to contact before interview. Once you have been offered a role, we will still wait for you to give us permission to contact that referee. Please note that any job offer is conditional upon receipt of two satisfactory references.

Equal Opportunities Monitoring

The Trust is committed to providing equality of opportunity to all candidates. As part of our application process we ask you to complete a separate equal opportunities monitoring form. This form is never shared with hiring managers and it will in no way affect your application. This information is collected for the Human Resources department to review statistics on who is applying for our jobs, and what we can do to attract a more diverse workforce.

We also want to identify anyone who may need adjustments to enable them to have a fair chance at the interview stage.

The Two Counties Trust is a Disability Confident Employer, amongst other things, this means that if you declare you have a disability and you meet all of our essential criteria (available in the person specification document) you should be offered an interview.

Please note that the Trust is committed to promoting and protecting the physical and mental health of all our employees.



PRIVACY NOTICE

1. Introduction

- 1.1 When applying for a position in The Two Counties Trust, as an organisation we are the Data Controller. That means we have a statutory responsibility to explain how we collect, manage, use and store information about applicants.
- 1.2 You have a right to be informed how our Trust uses any personal data that we collect about you. This privacy notice, and our Data Protection Policy, explains our data usage when you apply for a job with us.

2. What information do we collect?

- 2.1 Personal data that we may collect, use, store and share (when appropriate) about you includes, but is not restricted to:
 - Name, address and contact details, including email address and telephone number.
 - Copies of right to work documentation.
 - References.
 - Evidence of qualifications.
 - Information about your current role, level of remuneration, including benefit entitlements.
 - Employment records, including work history, job titles, training records and professional memberships.
- 2.2 We may also request and collect, use, store and share (when appropriate) information about you that falls into “special categories” of more sensitive personal data. This includes, but is not restricted to:
 - Information about race, ethnicity, religious beliefs, sexual orientation and political opinions.
 - Whether or not you have a disability for which we need to make reasonable adjustments during the recruitment process.
 - Photographs and CCTV images captured in school.
 - All telephone calls are recorded for quality and training purposes.
- 2.3 We may also collect, use, store and share (when appropriate) information about criminal convictions and offences.
- 2.4 We may also hold data about you that we have received from other organisations, including other schools and social services, and the Disclosure and Barring Service in respect of criminal offence data.
- 2.5 In accordance with the statutory guidance Keeping Children Safe in Education (KCSIE), an online search will be conducted as part of due diligence on shortlisted candidates with the information retained for the successful candidate.
- 2.6 We have statutory obligations that are set out in ‘Keeping Children Safe in Education’ and other guidance and regulations.

3. Why we use this data

- 3.1 The Trust needs to process data to take steps prior to entering into a contract with you.
- 3.2 The Trust needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant’s eligibility to work in the UK before employment starts.
- 3.3 The Trust has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows the Trust to manage the recruitment process, assess and confirm a candidate’s suitability for employment and decide to whom to offer a job. The Trust may also need to process data from job applicants to respond to and defend against legal claims.

- 3.4 The Trust may process information about whether or not applicants are disabled to make reasonable adjustments for candidates who have a disability. This is to carry out our obligations and exercise specific rights in relation to employment.
- 3.5 Where the Trust processes other special categories of data, such as information about ethnic origin, sexual orientation, disability or religion or belief, this is for equal opportunities monitoring purposes.
- 3.6 The Trust is obliged to seek information about criminal convictions and offences. Where the Trust seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.
- 3.7 The Trust will not use your application data for any purpose other than recruitment.

4. How use the data

- 4.1 Your information may be shared within the Trust for the purposes of recruitment. This includes members of HR, shortlisting and interview panel members involved in the recruitment process (this may include external panel members). This also includes IT staff if access to the data is necessary for the performance of their roles.
- 4.2 The Trust will not share your data with third parties unless your application for employment is successful and we make you an offer of employment. As well as circulating your application and related materials to the appropriate staff at our schools, we will share your personal information for the above purposes as relevant and necessary with:
- Your referees.
 - The Disclosure & Barring Service (DBS) in order to administer relevant recruitment checks and procedures.
 - UK Visas & Immigration (UKVI) in order to administer relevant recruitment checks and procedures.
 - Where relevant and as required for some posts, the Teacher Regulation Authority checks.
- 4.3 Where you have provided us with consent to use your data, you may withdraw this consent at any time. We will make this clear when requesting your consent and explain how you would go about withdrawing consent if you wish to do so.

5. Automated Decision Making and Profiling

- 5.1 We do not currently process any personal data through automated decision making or profiling. If this changes in the future, we will amend any relevant privacy notices in order to explain the processing to you, including your right to object to it.

6. Collecting data

- 6.1 As a Trust, we have a legal obligation to safeguard and protect our pupils, staff, volunteers and visitors. We collect the data for specific purposes.

7. What if you do not provide personal data?

- 7.1 You are under no statutory or contractual obligation to provide data to the Trust during the recruitment process. However, if you do not provide the information, the Trust may not be able to process your application properly, or at all.
- 7.2 Whenever we seek to collect information from you, we make it clear whether you must provide this information for us to process your application (and if so, what the possible consequences are of not complying), or whether you have a choice.
- 7.3 Most of the data we hold about you will come from you, but we may also hold data about you from:
- Local authorities.
 - Government departments or agencies.
 - Police forces, courts, tribunals.

8. How we store data

- 8.1 The Trust takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.
- 8.2 We will dispose of your personal data securely when we no longer need it. We keep applicant data for a period of up to 6 months if an applicant is not successful.
- 8.3 Successful applicants who secure a position then come within the employee / workforce provisions.

9. Transferring data internationally

- 9.1 We do not share personal information internationally.

10. Your rights

- 10.1 You have a right to access and obtain a copy of your data on request;
You can:
- require us to change incorrect or incomplete data
 - require us to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing
 - object to the processing of your data where the Trust is relying on its legitimate interests as the legal grounds for processing
- 10.2 If you would like to exercise any of these rights, please contact the Trust. If you believe that the Trust has not complied with your data protection rights, you can complain to the Information Commissioner.

11. Complaints

- 11.1 We take any complaints about our collection and use of personal information seriously.
- 11.2 Our complaints policy deals with the different stages of any complaint, and how this is managed within the Trust.
- 11.3 You can also contact our Data Protection Officer or contact the Information Commissioner's Office:

Report a concern online at <https://ico.org.uk/make-a-complaint/>

Call 0303 123 1113

Or write to: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

12. Contact us

- 12.1 If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact our Data Protection Officer. Our Data Protection Officer is: John Walker of J.A.Walker, Solicitor – info@jawalker.co.uk
- 12.2 However, our data protection lead has day-to-day responsibility for data protection issues in each of our academies.
- 12.3 If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact us via <https://www.ttct.co.uk/contact>

13. General Data Protection Regulation

- 13.1 All data within this policy will be processed in line with the requirements and protections set out in the General Data Protection Regulation.



CONTACT US

The Two Counties Trust
Sutton Road
Kirby-in-Ashfield
Nottingham
NG17 8HP

HR@ttct.co.uk

01623 259 600

www.ttct.co.uk

X @TTCTcareers

in www.linkedin.com/school/ttctrust

