

# **Monk's Walk School**

## **Guidance Notes and Information for Applicants for Support Staff Posts**

### **INTRODUCTION**

The application process is in 2 parts in order to serve 2 separate purposes:

- a) The main Job Application Form asks for detailed information about you and your work history. The purpose of the form is to make sure that, as far as possible, applicants who might be a risk to children are not considered for appointment. The detail that is asked for complies with national guidance on safe recruitment procedures for appointments to schools.
- b) A Letter of Application in which candidates should address key parts of the Person Specification, the details of which parts are included in the application pack.

By separating the 2 parts, it is possible to avoid unlawful or unfair discrimination. These include discrimination on the grounds of sex, race, religion, disability, age and sexuality, but also discrimination for reasons that are not related to the ability to do the job.

**You must complete all parts of the application form. CVs are not acceptable; neither is an application form that simply refers to an enclosed CV.**

### **POST APPLIED FOR**

This might have already been completed for you. If not, please complete yourself.

### **PERSONAL DETAILS**

The information given here will be used to contact you and to identify you accurately when contacting referees. The information will not be used in the selection process.

### **CURRENT EMPLOYMENT**

Please give us the details of your current employer. Complete this section also if you are employed in a voluntary capacity. If you are currently not in employment, then say so here.

### **PREVIOUS EMPLOYMENT**

It is very important that you list your previous employment in chronological order. All employment, including self-employment, part-time and temporary jobs and unpaid employment must be included.

### **EDUCATION AND QUALIFICATIONS**

Make sure that you give all of the information needed. This should include qualifications and training that, whilst not essential, are useful and relevant to the job.

### **LEISURE INTERESTS**

This is your opportunity to describe any interests or experiences that could be relevant to the post for which you are applying for.

### **MEMBERSHIP OF PROFESSIONAL BODIES**

Please give details of any memberships you may hold with professional bodies (e.g. Institute of Chartered Secretaries). Please also provide details of your involvement with these bodies.

### **TRAINING AND DEVELOPMENT**

This is your opportunity to describe any training courses, seminars, special projects and personal development courses that could be relevant to your application. You need also to mention how you have put these to use in your current and previous employment.

## REFERENCES

References will be taken up before interview, so you need to be sure that your referees are willing and able to provide a reference. One reference must be your current Head Teacher if you are currently employed in a School.

The 'Status' of each referee would be, for example, 'current employer'. Each referee must be able to comment on your professional abilities. **Note that references from friends or relatives are not acceptable.**

We may approach previous employers who have not been identified by you as a referee and may seek further information from referees who have supplied a reference. Previous employers will be asked whether there are any concerns about your suitability to work with children.

## FROM WHICH SOURCE DID YOU LEARN OF THIS VACANCY?

Your answer to this will help us to identify how best to target applicants for similar posts in the future.

## ARE YOU A RELATIVE OR PARTNER OF ANY EMPLOYEE OR GOVERNOR OF THE SCHOOL?

We need to know this in order to ensure a fair selection process. If you are related to anyone at the School, then we will avoid asking your relative or partner to be part of the selection process.

## HAS SOMEONE COMPLETED THIS FORM ON YOUR BEHALF?

Please let us know whether you have completed this form yourself or someone else has completed this form. Note that your certification that the information is correct will be valid whether or not the form has been completed by you.

## I CERTIFY THAT THE INFORMATION GIVEN IS CORRECT TO THE BEST OF MY KNOWLEDGE

Your application will not be considered unless you sign this paragraph.

## GENERAL INFORMATION TO CANDIDATES

### CRIMINAL RECORDS CHECK (DISCLOSURE AND BARRING SERVICE)

The law requires this position to have an **enhanced** criminal background check. This is to protect children and vulnerable adults and to safeguard positions of trust. The position is therefore exempt from the Rehabilitation of Offenders Act. If your application is taken further, you will be asked to declare details of any criminal record, even convictions that are 'spent' according to the act. If you are offered the post this information will be checked against Disclosure and Barring Service files. You will be provided with full information at each stage.

### CRIMINAL RECORDS DECLARATION FORM (FOR JOBS EXEMPT FROM THE REHABILITATION OF OFFENDERS ACT)

All applicants must complete this form. The information disclosed on the form will not be kept with your application form during the application process. If you wish, you may place the completed form in a sealed envelope marked confidential.

**Important: Data Protection Act (1998).** This form asks you to supply 'personal' data as defined by the Data Protection Act 1998. You will be supplying this data to the appropriate HR where it may be used to check against information held by the Disclosure and Barring Service as part of your criminal records (DBS) check should you be offered the position. HR will protect the information and ensure that it is not passed to anyone who is not authorised to see it.

**HEALTH ASSESSMENT CHECK**

If you are appointed and are new to the county, you will be required to complete a Pre-Employment Health Questionnaire. Your appointment will be subject to a satisfactory clearance.

**THE ASYLUM AND IMMIGRATION ACT 1996**

It is a criminal offence for the School to employ someone who does not have the right to work in the UK. If you are appointed you may be asked for documentary evidence of your right to work.

**COMPLAINTS PROCEDURE**

If you feel you have been unfairly treated, you have the right to complain. If you wish to complain, you should write to the Chair of Governors at the School and state why you think you have been treated unfairly. Any complaint should be made no later than 14 days after you are informed of the result of your application.