**CONFIDENTIAL**

SCHOOL STAFF APPLICATION FORM

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| Position Applied for: |  |
| School: |  |

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| **SECTION 1**: **PERSONAL INFORMATION** | |
| Surname or family name |  |
| Previous surnames (if applicable) |  |
| Forenames |  |
| Title |  |
| Current Address |  |
| Home telephone number |  |
| Mobile telephone number |  |
| Email address |  |
| UK National Insurance Number |  |
| DfE Reference Number (if applicable) |  |
| Do you have qualified teacher status (QTS)?  (if applicable) | Yes No  Date awarded: |
| Are you registered with the DfE as a qualified teacher?  (if applicable) | Yes No  Qualifications: |
| Are you eligible to work in the UK? | Yes No |
| Do you need a work permit? | Yes No |
| Nationality |  |
| Do you have a personal connection with any of the following: an employee of the school, member of the school’s governing body, employee or Councillor of the London Borough of Hammersmith and Fulham ? | Yes No |
| If Yes, please give details: |  |

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| **SECTION 2**: **CURRENT EMPLOYMENT** | |
| Name, address and telephone number of your current employer |  |
| Type of employer (e.g. school, local authority, academy trust, charity) |  |
| If a school please state the type (e.g. Community, Voluntary Aided, Foundation Academy, Free School, Independent etc) |  |
| Job Title |  |
| Subject/age group taught/duties |  |
| Date appointed to current post |  |
| Current salary (including additions) |  |

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| **SECTION 3**: **EMPLOYMENT HISTORY** - Please tell us about the jobs you have held (this may include voluntary/unpaid work) and provide an explanation for any gaps in employment. Please start with the most recent first. | | | | | |
| From  mm/yyyy | To  mm/yyyy | Please state whether Full / part time,Paid/Voluntary | Employer Name, address, contact number | Position you held | Reason for leaving |
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| **SECTION 4: QUALIFICATIONS –** You will be required to provide evidence of any qualifications stated where they are relevant to your appointment | | | | |
| Establishment | From  mm/yyyy | To  mm/yyyy | Qualifications | Result |
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| **IN SERVICE TRAINING / CPD (**Please include both long and short courses over the last 3 years) | | | | | |
| Title | Organising Body | To  mm/yyyy | From  mm/yyyy | Number of days | Result |
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| **SECONDARY SCHOOL QUALIFICATION** – Please list all your A Level or equivalent qualifications and grades achieved. For GCSE or equivalent qualifications please provide the grade for English and Maths and the total number of grades A\* - C | | | | |
| Establishment | A Level/GCSE/ Equivalent | Attended from  mm/yyyy | Attended to  mm/yyyy | Grade |
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| Total Number of GCSE or equivalent Grades A\* - C | | | | |

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| **SECTION 5: SUPPORTING STATEMENT** – Your application should be supported by a letter of not more than 3 sides of A4, addressing the criteria in the person specification for this post |
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| **SECTION 6**: **REFERENCES** - Please give details of two referees, the first of which must be your current or most recent employer, or your Headteacher. References from relatives or friends will not be accepted.  If you have not worked for some time, please give the name of someone who knows you and who can comment on your ability to do the job for which you are applying.  If you are not currently working with children but have done so previously we will need a reference from the most recent employer with whom you were employed to work with children (this may include voluntary/unpaid work).  Please note that references of shortlisted candidates will be taken up prior to interview. | | | |
| **Referee 1** |  | **Referee 2** |  |
| Name |  | Name |  |
| Job Title |  | Job Title |  |
| Address |  | Address |  |
| Telephone number |  | Telephone number |  |
| Mobile number |  | Mobile number |  |
| Email address |  | Email address |  |
| Relationship |  | Relationship |  |
| **SECTION 7**: **DBS DECLARATION** – In line with the principles of Safer Recruitment schools are committed to safeguarding and promoting the welfare of children. Assessment and testing of an applicants' suitability to work with children is an integral part of the selection process. Any discrepancies or anomalies in information provided will be taken up at interview. Current or previous employers will be contacted as part of the verification process.   |  | | --- | | All posts involving direct contact with children and vulnerable adults are exempt from the Rehabilitation of Offenders Act 1974. However, amendments to the Exceptions Order 1975 (2013 & 2020) provide that certain spent convictions and cautions are 'protected'. These are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the DBS website or at Nacro – [see here](https://3bx16p38bchl32s0e12di03h-wpengine.netdna-ssl.com/wp-content/uploads/2020/11/Filterin-flowchart-twitter.png).  **Shortlisted candidates** will be asked to provide details of all unspent convictions and those that would not be filtered, prior to the date of the interview. You may be asked for further information about your criminal history during the recruitment process. If your application is successful, this self-disclosure information will be checked against information from the Disclosure & Barring Service before your appointment is confirmed. | |  | |  | | | | |

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| **SECTION 8**: **DATA PROTECTION & APPLICANT DECLARATION** |
| Data Protection — Applicant Privacy Notice  The School is a Data Controller and as such has a duty to explain to you what information is collected and why, and who, if anyone, it is shared with under the General Data Protection Regulation 2016, This information is briefly laid out below and is also available in our Staffing Privacy Notices, along with details of our Data Protection Officer.  We collect all the information laid out in this form, in the form of references from current and/or previous employers, and if shortlisted from the selection process. The information given to us and collected by us will form part of the contract of employment for successful candidates.  We process this information in order to:  • administer the application, shortlisting and selection process  • assess your suitability to work with children and young people  • inform the development of recruitment and retention policies  • defend legal claims  • fraud detection and prevention  • monitor protected characteristics in order to promote equality at work  • no decisions are based on automated decision making.  We process this information about you because the processing is necessary for us to enter into an employment (or other work-related) contract with you. We also need to process this information to ensure that we are complying with our legal obligations under the Employment Act and with the DfE statutory guidance document, Keeping Children Safe in Education, as well as other school specific legislation.  We have a legitimate interest in processing data from job applicants in order to administer the recruitment process, to monitor compliance with our policies, to defend any legal claims and to ensure that the most suitable applicant is appointed to the role, based on an assessment of their likely performance amongst other factors.  We process special category data, such as information about your ethnic origin or health, as part of our equal opportunities monitoring process and in order to meet legal obligations. This information is collected with the express consent of job applicants. Consent may be withdrawn by an applicant at any time.  We may offer to contact unsuccessful applicants within a period of six months following the application if another suitable vacancy arises. Information is only used in this way with the express consent of applicants, which may be withdrawn at any time.  If we wish to process your personal data for a new purpose, we will inform you of any additional processing.  Information from your application form and from the shortlisting and selection process will be stored in a paper-based file, in electronic records within our HR system and also in other IT systems, including email.  A copy of your application form and all other personal data collected during the recruitment and selection process will be held as follows:  For successful applicants this will be transferred to a personnel file where it will be held securely. You will be given a workforce privacy notice upon appointment which will explain how we will hold and process your data as an employee.  For unsuccessful applicants securely for a period of six months.  Your information will be shared with members of school staff with a recruitment responsibility. This will include members of our HR and administrative staff, those responsible for shortlisting and interviewing and managers within the relevant area of work or department. Equality monitoring information is separated from the application form upon receipt and is not shared with those responsible for shortlisting and interviewing.  We do not share information about job applicants with anyone without consent unless the law and our policies allow us to do so. |

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| **SECTION 9**: **MONITORING SHEET** | |
| CONFIDENTIAL INFORMATION | |
| This section of the form will be removed before shortlisting. | |
| 1. Gender: |  |
| 1. Date of Birth: |  |
| 1. Cultural/ethnic origin: |  |
| 1. Ethnicity form:   Choose one section from A-E and then tick the appropriate box to indicate your cultural background.   1. White   British  English  Scottish  Welsh  Irish  Any other White background, please write here:   1. Mixed   White and Black Caribbean  White and Black African  Any other White background, please write here:   1. Asian   Asian British  Asian English  Asian Scottish  Asian Welsh  Indian  Pakistani  Bangladeshi  Any other Asian background, please write here:   1. Black   Black British  Black English  Black Scottish  Black Welsh  Caribbean  African  Any other Black background, please write here:   1. Chinese   Chinese British  Chinese English  Chinese Scottish  Chinese Welsh  Chinese  Any other Chinese background, please write here: | |
| 1. Marital Status:   Married /Civil Partnership  Divorced  Single  Separated  Widowed  Partner  Prefer not to say | |
| 1. Religion   No religion  Buddhist  Christian (including all Christian denominations)  Hindu  Jewish  Muslim  Sikh  Any other religion  Prefer not to say | |
| 1. Sexual Orientation:   Heterosexual  Gay/Lesbian  Bisexual  Transgender  Prefer not to say | |



Statement of Commitment to Safeguarding Children through safer employment practice

Brackenbury Primary School is committed to safeguarding and promoting the welfare of children and vulnerable adults. Safe recruitment of staff is central to this commitment. We will ensure that our recruitment policies and practices are robust, and that our selection procedures prevent unsuitable people from gaining access to children and young people. All adults who work with or on behalf of children and young people must be competent, confident and safe to do so.

All applicants for positions in our school should be aware of, and share the commitment to safeguard and promote the welfare of children.

This commitment is expressed through the following requirements:

Recruitment:

Failure to adhere to the following requirements means that an applicant will not be employed to work in our school.

* Applicants for all posts will be required to undertake a DBS (Disclosure and Barring Service) check if an offer of employment is made and will not be able to take up post until a satisfactory check has been received.
* Applicants are required, when completing an application for a post to supply full education and employment history since leaving secondary school, with explanations for any gaps.
* An applicant’s personal commitment to safeguarding children, young people, or vulnerable adults will be explored through the interview process.
* Successful applicants must show proof of identity, qualifications, and, if relevant to the post, proof of Qualified Teacher Status, along with various other pre-employment clearances before a firm offer of employment is made.
* Prior to taking up post, applicants will be expected to sign the School’s Code of Conduct, which commits them to upholding the highest standards in public life, both in the way they undertake their professional duties, and in their personal conduct.

Employment:

Failure to adhere to the following requirements may result in dismissal.

* To participate in induction processes, professional development and annual appraisal, where the employee’s ability to safeguard children or young people through professional involvement and personal conduct will be guided and assessed.
* To undertake mandatory training, including child protection training, as appropriate to their duties.
* To familiarise themselves with all relevant policies and procedures, produced by the relevant services or by the Local Safeguarding Partnership, including procedures for managing allegations against staff.