



Prince Henry's Grammar School
COLLABORATIVE LEARNING TRUST



Teacher of Music

Information for Applicants

Permanent - Part time (0.4 - 0.6 FTE)

Required from September 2024



Thank you for your enquiry regarding this post.

Please look on the school's website www.princehenrys.co.uk for more information about the school and for relevant policies e.g. Child Protection etc.

You will find in this booklet:

- Information about the post
- Information from the headteacher
- Job Description
- Person Specification
- Guidance for completing the application form

If you have a disability and require this information in a different format, for example, Braille, larger print or on CD, please contact the HR Assistant at the school:

hrrs@princehenrys.co.uk

The closing date for applications is **Monday 13th May at noon**. Please note that it is our policy not to accept late applications. Shortlisting will commence immediately, and it is anticipated that interviews will be held **Friday 17th May 2024**.

Following the closing date, a recruitment panel will review the information provided and consider how well it matches the person specification. Shortlisted candidates will then be invited in for interview and references taken. On the interview day a number of sessions may be organised which may include completing a tour of the school, a classroom teaching observation, a written or data task, meeting with students or, dependent on the role, a combination of the above. The results of these sessions will inform the panel in their decision to take candidates through to a formal interview.

The school is committed to safeguarding and promoting the welfare of our students and expect all staff and volunteers to share this commitment. All appointments will be subject to an Enhanced Disclosure and Barring Service check. Shortlisted candidates are also subject to a basic online search in line with KCSiE policy 2023.

We aim for diversity within our workforce. Applications are welcome from all, irrespective of sex, sexuality, race, religion, marital status, age, disability, pregnancy/maternity, gender identity or gender transition.

All Collaborative Learning Trust schools are non-smoking/vaping sites.

Please note it is the Trust's policy that reimbursement will not be made with regard to candidates' expenses.

INFORMATION ABOUT THE POST

The part-time post of Teacher of Music would be suitable for an ECT or a more experienced colleague.

PERFORMING ARTS FACULTY

A thriving and energetic Faculty bringing together Music, Drama and Performing Arts, providing learning experiences of a varied kind, both in terms of the curriculum and in our extensive extra-curricular programme.

Faculty Staffing Structure

Faculty Leader: Performing Arts
Area Leader: Drama
Teacher of Music x 2
Teacher of Drama
Music Tutors x 9
Peripatetic Music Admin Assistant (5 hours per week)

MUSIC

The Music curriculum

Year 7	Music is taught to all students in mixed ability form groups for two periods per fortnight
Year 8	Music is taught to all students in mixed ability groups for two periods per fortnight
Year 9	Music is taught to all students in mixed ability groups for two periods per fortnight
Year 10/11	Students may opt for the GCSE Music Course (AQA) for five periods per fortnight
Year 12/13	Students may opt for the A Level Music course (AQA), which is usually taught over nine periods per fortnight

The Extended Music Curriculum

All students are encouraged to take part in a range of extended curricular activities including Concert Orchestra, two Junior Choirs and Senior Choir, Jazz Band, PHUSION (Junior Band/Orchestra), Strings and Woodwind Ensemble

- Music is often taken into the community.
- The school presents a range of concerts every year and an annual large-scale musical is staged to great acclaim
- The Faculty organises a range of workshops and visits each year to enrich student learning and we have regular trips abroad (such as to Mallorca in 2023)
- Entry to competitive festivals or playing experiences takes place most years.

We currently have a team of 9 instrumental/vocal tutors who provide lessons for over 150 of our students. Our instrumental/vocal tutors currently offer 20-minute lessons (mainly to groups of between 2-3 students) and many of them act as accompanists in performances both in and out of school. It is the standard practice for many of our tutors to prepare and enter students

for ABRSM/Trinity Guildhall/Rock School examinations with great success. Many of our tutors currently act as accompanists in these exams. We are looking to increase the numbers of students taking higher grades and reaching higher standards in the future.

Accommodation and resources in music

- Music is housed in purpose-built accommodation away from the main part of the school
- It comprises two main teaching rooms, an instrument store, office and three practice rooms used for instrumental/vocal tuition and group work
- The main teaching rooms are equipped with electronic keyboard systems and teacher projectors
- We currently have a large number of dedicated music PCs and Macs with audio recording and MIDI technology (Sibelius, GarageBand and Cubase software)
- A range of classroom percussion instruments, drum kits, ukuleles and guitars are also used in the faculty

DRAMA

The Drama curriculum

Year 7	Drama is taught to all students in mixed ability form groups for two periods per fortnight
Year 8	Drama is taught to all students in mixed ability groups for two periods per fortnight
Year 9	Drama is taught to all students in mixed ability groups for two periods per fortnight
Year 10/11	Students may opt for the GCSE Drama Course (OCR) for five periods per fortnight
Year 12/13	Students may opt for the A Level Drama and Theatre Studies course (OCR), which is usually taught over nine periods per fortnight

The Extended Drama Curriculum

- Students are encouraged to take part in a range of extended curricular activities including workshops with visiting practitioners and in the KS3 after-school drama club
- The school presents a range of performances every year including a Performing Arts Showcase, and an annual large-scale musical is staged to great acclaim
- The Faculty organises a range of workshops and visits each year to enrich student learning.

Accommodation and resources in Drama

- Drama is housed in two main teaching studios. The studios are equipped with lighting and sound systems and LED screens.
- The adjacent “Lower Hall” is also used for some Drama lessons. This is fitted with tiered seating and also serves as a performance space, together with the school’s “Main Hall”.

INFORMATION ABOUT COLLABORATIVE LEARNING TRUST

The CEO of the Trust is Janet Sheriff. Currently, the Trust comprises of:

1. Prince Henry's Grammar School, Otley, Leeds
2. Bramhope Primary School, Bramhope, Leeds
3. St Mary's Church of England Primary Academy, Hunslet, Leeds
4. Micklefield Church of England Primary Academy, Micklefield, Leeds
5. All Saints Church of England Primary School, Little Horton Green, Bradford
6. Trinity All Saints Church of England Primary School, Bingley
7. Ashfield Primary School, Otley, Leeds

VISION

The Collaborative Learning Trust will be recognised as a highly successful learning community that provides outstanding, sustainable, and inclusive 'nursery to 19' education for young people of all abilities. Students will leave Collaborative Learning Trust schools having enjoyed their education and developed into lifelong independent learners with the creativity, adaptability, resilience and leadership skills to contribute to, and succeed in, our 21st century society.

Our vision is underpinned by the following values:

- **Education for the common good of the whole community** – supporting the development of lifelong independent learners with the creativity, adaptability, resilience and leadership skills to contribute to society
- **Education for dignity and respect** – a focus on equality for all, trust, integrity, respect and an appreciation of diversity
- **Education for wisdom, knowledge and skills** – high quality teaching and learning designed to secure the 'all round' education of young people and engender a passion and enthusiasm for learning
- **Education for hope and aspiration** – a culture of aspiration and success (in students, staff and governance)

This will be achieved through:

- A commitment to a genuinely collaborative approach to ensure sustained school improvement towards the vision
- Strong ethical leadership and behaviour at all levels
- Autonomous ethos and identity for each school, whilst sharing core values and vision across both church and non-church schools
- Effective staff professional development and opportunities for excellent practitioners to develop their career

'We as a Trust have signed up to the Yorkshire and Humber climate action pledge, making a commitment to protecting the climate and nature'

COLLABORATIVE LEARNING TRUST EMPLOYEE BENEFITS

The Collaborative Learning Trust promotes employee wellbeing across all of our schools. One of the many ways we implement this is through our fantastic employee benefits, which include:

Employee Assistance Programme:

A 24/7 confidential advice and counselling helpline available at no cost to all employees.

Pension Scheme:

We offer a fantastic teaching and support staff pension scheme.

Cycle to work scheme:

Spread the cost of a new bike over 12 or 24 months through salary sacrifice (terms and conditions apply).

Tech scheme:

Spread the cost of a Curry's gift card over 12 months through salary sacrifice (terms and conditions apply). **bYond:**

A pre-paid card that lets you earn cashback when shopping at your favourite stores.

Extras discounts:

Save up to 10% on the upfront cost of a wide range of big-brand gift cards.

Tastecard Promotions:

Discount on an annual subscription which allows you to Save up to 50% off at hundreds of participating restaurants.

RAC Membership Cover:

A 12-month salary sacrifice offering different levels of cover options for up to 3 vehicles (terms and conditions apply).

INFORMATION ABOUT PRINCE HENRY'S GRAMMAR SCHOOL

Prince Henry's is an over-subscribed comprehensive school with over 1660 students, including around 350 in the Sixth Form. It was recently named in the Times Parent Power guide as one of the top comprehensive schools in the North of England. Our extremely positive Ofsted report (December 2022) stated that "there is enough improvement to suggest that the school could be outstanding if we were to carry out a graded (section 5) inspection". Regardless of our current success, we strive for the continuous improvement of our educational provision so that our students are fully prepared for 21st century society. We serve the market town of Otley (in the Wharfe Valley) and the surrounding villages including Pool, Bramhope and Adel. The Wharfe Valley is a wonderful region in which to live and work. It is close to areas of outstanding natural beauty, yet also benefits from good transport links to key towns and cities across the country.

Prince Henry's Grammar School has a rich history dating back to its Royal Charter of 1607 and to this day the school remains at the heart of the local community. We work hard to maintain strong links, for example through community use of our sporting facilities and our provision of an extensive Community Education Programme.

High standards, in both the academic and broadest sense of the word, continue as the underlying principles of all that we do. Our behaviour and achievement policy, known as Positive Discipline, is central to this. The system rewards students for what they do well, whilst also providing a framework within which misdemeanors are challenged and sanctioned in a consistent manner. This results in the extremely positive attitudes to learning that exists amongst our students. Prince Henry's is an enjoyable place to work and learn and we aim to appoint colleagues who shares our commitment to high professional standards.

Our focus on equality and diversity has a significant impact on the philosophy and operation of the whole school. An international perspective is evident in all areas of school life and all colleagues are expected to deal with issues of global citizenship and equality through their role in school. Typically, over 500 students take part in one of a dozen or more foreign trips and exchanges each year.

Our commitment to promoting equality and celebrating diversity lies at the heart of our vision, and we have received national acclaim for our work in this respect. The school holds the highest level of the Stephen Lawrence Education Standard and has supported several other schools to develop their own inclusive practices through the RED award developed internally.

Extra-curricular and enrichment provision is rich and varied. There are strong sporting traditions (including rugby, netball, hockey, athletics and swimming) and considerable interest in outdoor pursuits through a successful Duke of Edinburgh Award programme. Music, drama and a variety of other activities also flourish. Governors and trustees are keen to appoint staff who will support the vibrancy of our school.

For further information about Prince Henry's, including details of the current curriculum offer, please see the school website www.princehenrys.co.uk and the school's prospectus documents [here](#).

INFORMATION FROM THE HEADTEACHER

Dear Prospective Applicant,

We would like to thank you for your interest in applying for this post at Prince Henry's Grammar School.

Of particular interest to new members of staff is the emphasis placed on high quality professional development. Prince Henry's is a strategic partner in the Red Kite Teaching School Alliance and as such we work with our partners to develop and deliver high quality CPL to staff in our own school and across the region. This ensures good access to development opportunities for our teaching and associate staff.

A number of services and benefits have been developed including such things as free coffee/tea at break time, parking, annual flu vaccinations, access to Cycle to Work and Computer schemes, corporate gym membership, staff takeaway meal service through Henry's Diner, long service awards and social events organised by the Staff Committee. There is also an opportunity for the children of staff to access the excellent education available at Prince Henry's in line with the Admissions Policy.

Over recent years the already strong educational provision at Prince Henry's has improved even further, and consequently the reputation of the school. As a result, Prince Henry's has grown in size, including significant growth in the sixth form. Despite the school's achievements, governors and school leaders are not complacent, and seek to employ staff with the ambition, knowledge and skills to contribute to further improvement in this larger than average comprehensive school.

This is an exciting time to join a forward-thinking and ambitious school. I have been in post as Headteacher since April 2022 and have since made three appointments to the Senior Leadership Team. As such, we are looking to keeping the aspects which work constant and maintain excellence, whilst pushing ourselves even further to ambitious levels. That said, staffing is stable at Prince Henry's; it is hard to leave such a wonderful school and we all benefit from a huge range of experience and stability.

We hope that after reading the information about this vacancy you will want to apply. Please clearly describe your relevant skills and abilities, knowledge and experience (see Person Specification) in the appropriate sections of the application form and explain why these make you an ideal candidate for your chosen post. We look forward to receiving your application.

Yours faithfully

Sally Bishop
Headteacher



JOB DESCRIPTION

Name:	
Faculty:	Music
Salary Grade:	MPS/UPS
Contract Type:	Permanent – Part time (0.4-0.6 FTE)
Responsible to:	Faculty Leader

Purpose of Role:

To facilitate and encourage learning which enables students to achieve high standards; to share and support the corporate responsibility for the well-being, education and discipline of all students

Main Duties:

1. To teach the lessons assigned
2. To provide effective teaching for whole classes, groups and individuals so that teaching objectives are met, pace and challenge are maintained, and best use is made of teaching time
3. To use teaching methods which keep students engaged, including stimulating students' intellectual curiosity, effective questioning and response, clear presentation and good use of resources
4. To set high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching, positive and productive relationships as published in the school's 'Positive Discipline' framework of rewards and sanctions
5. To maintain good order and discipline among the students and take care of their health and safety both when they are authorised to be on school premises and when they are engaged in authorised school activities elsewhere
6. To prepare risk assessments as necessary following the School's Health and Safety Policy
7. To undertake the role of Personal Tutor where required (see separate Job Description)
8. To take part, as required in the review, development and management of activities relating to the curriculum
9. To identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the students being taught as identified by the school's Teaching & Learning & Assessment Policy
10. To set appropriate and demanding expectations for students' learning and motivation and set clear targets for students' learning, building on prior attainment
11. To identify students who have special educational needs and know where to get help in order to give positive and targeted support and implement and keep records on Pupil Centred Passports (PCPs)
12. To assess how well learning objectives have been achieved and use this assessment for future teaching
13. To set homework in line with the School's Home Learning Policy
14. To mark and monitor students' class and home learning providing constructive oral and written feedback, setting targets for students' progress

15. To understand the demands expected of students in relation to the National Curriculum, KS4 and post-16 courses as appropriate
16. To provide or contribute to oral and written assessments, records of achievement and references relating to both individuals and groups of students
17. To participate in preparing and presenting students for public examinations
18. To prepare and present informative reports to parents/carers and attend Parents' Evenings/meetings
19. To provide opportunities to develop students' understanding by relating their learning to real and work-related examples, recognizing that learning takes place outside the school context
20. To liaise with agencies responsible for students' welfare
21. To take responsibility for own professional development and to keep up to date with research and developments in pedagogy and in the subjects taught
22. To participate in arrangements made in accordance with the Performance Appraisal Cycle
23. To participate in arrangements for further training and professional development as a teacher
24. To follow school policy by attending and participating in meetings
25. Where appropriate to the individual, and in negotiation with the Line Manager, to undertake role(s) that would be beneficial to career development
26. To share corporate responsibility for the implementation of school policies and practices
27. To set a good example to all students in their presentation and their personal conduct
28. To evaluate teaching critically by reviewing teaching methods and programmes of study and use this to improve professional effectiveness
29. To establish and maintain effective working relationships with all colleagues
30. To advise and co-operate with all colleagues on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching, assessment and pastoral arrangements
31. To select and make good use of textbooks, ICT and other learning resources which enable teaching objectives to be met

HEALTH & SAFETY

All staff will make themselves familiar with the requirements of the Health and Safety Policy which are relevant to their work.

SAFEGUARDING

The school and the Trust is committed to safeguarding and promoting the welfare of our students and expect all staff and volunteers to share this commitment.

All job descriptions may change and/or be amended, following negotiation. Job descriptions are not a comprehensive list of all tasks that the headteacher will carry out. The postholder may be required to fulfil other duties commensurate with the role.

JOB DESCRIPTION

Name:	
Subject:	Personal Tutor
Salary Grade:	MPS/UPS
Responsible to:	Progress Leader

Purpose of Role:

The purpose of the role of Personal Tutor is to seek to know all the students in your form as well as possible and to become accepted as a person to whom they can turn for guidance. You should closely monitor the progress, attitude and behaviour of the students in order to encourage their overall development and liaise with colleagues to ensure the individual progress and development of your tutees.

Main Duties:

1. To carry out a rolling programme of academic monitoring of the students in the form with guidance from Progress Leader and Assistant Headteachers
2. To attend year group meetings
3. To be involved with the production of IEP's working with Progress Leader and SENCO
4. To provide the Assistant Headteacher with relevant information for the preparation of references and internal reports
5. To deliver the tutorial programme under the guidance of the PSHE/Citizenship Co-ordinator
6. To implement the school's Positive Discipline system within the Tutor Group and to maintain high standards of behaviour and achievement
7. To build good relationships with the Progress Leader and other members of the year team
8. To build good relationships with students within the tutor group and their parents to gain their confidence and ensure progress and development, academically and socially
9. To encourage students to develop the highest expectations of themselves
10. To meet parents, as required, to discuss the academic progress, welfare and behaviour of students
11. To work with the Progress Leader to provide counselling for students as appropriate
12. To assess and monitor students' progress
13. To register students according to instructions, at the beginning of each session or as otherwise required (e.g. fire drill), to keep information about students up to date; to check on absences, punctuality and absence notes, reporting problems and maintaining a close working relationship with the Progress Leader
14. To take an active role with, and ensure that students maintain, accurate records of rewards and sanctions, in accordance with the school's published Positive Discipline framework
15. To issue letters to parents via students
16. To check Student Planners weekly
17. To supervise students to, during and from assemblies and to prepare form assemblies when required
18. To check uniform to ensure high standards are maintained and to report any problems regarding incorrect uniform

19. To ensure students receive information regarding school issues/activities
20. To appoint two-year council representatives and oversee the collection of agenda items for school council
21. To work with Year Manager regarding obtaining subject material for absent students

PERSON SPECIFICATION

TITLE OF POST		TEACHER OF MUSIC (PART TIME 0.4-6 FTE)	
AREA		TEACHING	
SPECIFICATION PREPARED BY		WLR/CYP	
DATE		April 2024	
Skills & Abilities		Essential/ Desirable (E/D)	How identified
1.	Ability to teach KS3 and GCSE Music	E	Application and Selection process
2.	Ability to teach A Level Music	D	
3.	Ability to develop and sustain good working relationships with colleagues	E	
4.	Good organisational skills	E	
5.	Excellence as a practitioner in Music	E	
6.	Excellent classroom management skills	E	
7.	Ability to enthuse and motivate students	E	
8.	Good ICT skills	E	
9.	Ability to use ICT packages to support the teaching of Music	E	
10.	Ability to use iPads to enhance teaching and learning	D	
11.	Ability to lead instrumental ensembles with confidence	E	
12.	Good level of competence in piano accompaniment	D	
Knowledge		Essential/ Desirable (E/D)	How identified
1.	National Curriculum at KS3 in Music	E	Application and Selection process
2.	Requirements of GCSE and A level specifications	E	
3.	Appropriate teaching and learning methodologies	E	
Experience		Essential/ Desirable (E/D)	How identified
1.	Successful teaching and ITT record or successful and productive teaching practice	E	Application and Selection process
Qualifications & Training		Essential/ Desirable (E/D)	How identified
1.	Degree or other appropriate qualification in Music	E	Application and Selection process
2.	Secondary QTS, or moving towards	E	
3.	Evidence of recent relevant training	E	

Other Requirements		Essential/ Desirable (E/D)	How identified
1.	Ability and desire to learn new skills and to take part in further training	E	Application and Selection process
2.	Flexible attitude towards working hours e.g. start and finish times, to fit in with the needs of the school	D	
3.	Commitment to upholding the school's aims, procedures and policies	E	
4.	Commitment to continued professional development	E	
Equal Opportunities		Essential/ Desirable (E/D)	How identified
1.	Acceptance of, and a commitment to, the principles of the school's equal opportunities policies and practices as they relate to employment issues and to the delivery of services to the students and community	E	Application and Selection process
2.	Commitment to equal opportunities policies relating to sex, sexual orientation, gender identity, race, religion or belief, marital status, age or disability	E	
Safeguarding		Essential/ Desirable (E/D)	How identified
1.	Ability to form and maintain appropriate relationships and personal boundaries with children and young people	E	Selection process and completion of an Enhanced DBS check
2.	Professional demeanour and appearance with the ability to maintain confidentiality	E	
3.	Has appropriate motivation to work with children and young people and can relate to them	E	
4.	Displays commitment to the protection and safeguarding of children and young people	E	
5.	Good knowledge and understanding of the importance of safeguarding students and the welfare of staff, and the action to take if necessary	E	
Circumstances - Personal		Essential/ Desirable (E/D)	How identified
1.	Legally entitled to work in the UK	E	ID
2.	No contra-indicators in personal background or criminal record in showing unsuitability to work with children/young people/vulnerable clients/ finance	E	Completion of Criminal Background declaration and Enhanced DBS check
3.	Willingness to complete a Pre-Employment Health Declaration if appointed	E	

Prince Henry's Grammar School is committed to promoting and safeguarding the welfare of all children and expect all staff and volunteers to share this commitment. This post is subject to an enhanced Disclosure and Barring Service (DBS) check

GUIDANCE FOR COMPLETION OF THE ON-LINE APPLICATION FORM

Please complete the application form in full, giving as much information as possible and answering **all** questions before submitting the application.

REFERENCES

Please supply details of two referees, one of which must be your current or most recent employer. If you are currently working in a school setting then one of the referees must be the current Headteacher. Friends and family cannot be used as referees.

If you are not currently working with children, but have done so in the past, then an additional reference from that employer will be required.

Safer Recruitment procedures require that we contact at least one referee before interview.

EMPLOYMENT HISTORY

Please list previous appointments in sequence, current or most recent first. Please include your salary grade in the Position Title e.g Reception Teacher M4 + TLR2A. Please also include at the end of the Responsibilities section the reason why you left the post e.g. promotion, relocation etc. Please also list other work experience and the details and nature of the work/activity. If you were not in work at any time please give details of what you were doing e.g. Gap Year Jan 2011-Jan 2012, Unemployed July 2010–December 2010 etc.

EDUCATION HISTORY

Please ensure that you advise all your qualifications, in date order current or most recent first, including those obtained at school. Please advise the grade achieved with regard to degree qualification i.e. BA in History 2:i. Please list all A levels together in one box and in another box list all GCSEs together, along with the grades obtained.

OTHER COURSES OR PROFESSIONAL DEVELOPMENT

Please include any professional development that may be relevant including dates and grades obtained.

INFORMATION TO ADDRESS THE PERSON SPECIFICATION

Please use the sections provided to detail your Skills and Abilities, Knowledge and Experience as described in the Person Specification and relevant to the Job Description. You can use the Additional Information section to detail anything else that you feel is relevant to the role and why you feel you would be an ideal candidate for this post.

STATEMENT ON THE RECRUITMENT OF EX-OFFENDERS

- As an organisation which is exempt from the Rehabilitation of Offenders Act and using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, we comply fully with the DBS Code of Practice and undertake to treat all applicants for positions fairly. We do not discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

- We are committed to the fair treatment of our staff, potential staff or users of our services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background
- We actively promote equality of opportunity for all with the right mix of talent, skills, and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications, and experience.
- All applicants who are offered employment in a school will be subject to an Enhanced Disclosure and Barring Service check. This will include details of cautions, reprimands and warnings as well as spent and unspent convictions. An enhanced disclosure may also contain non-conviction information from local police records which a chief police officer thinks may be relevant. A statement advising that a Disclosure will be requested in the event of the individual being offered the position will be shown in all job adverts and recruitment packs.
- We can only ask an individual to provide details of convictions and cautions that we are legally entitled to know about. Applicants must therefore disclose all spent and unspent convictions, cautions, reprimands and final warnings that are not 'protected' (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 (as amended in 2013).
- We ensure that staff involved in recruitment have received appropriate guidance on the relevant legislation relating to the employment of ex-offenders (e.g. the Rehabilitation of Offenders Act 1974 and its amendments in 2013) and know how to access advice and support.
- You will have the opportunity for an open and measured discussion on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment or disciplinary action which could result in dismissal.
- We make every subject of a DBS check aware of the existence of the DBS Code of Practice and make a copy available on request.
- We undertake to ensure that any matter revealed in a Disclosure is discussed with the person seeking the position before withdrawing a conditional offer of employment.

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.



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A PROUD PART OF THE



**COLLABORATIVE
LEARNING TRUST**

Working Together to Secure Success