



APPLICATION AND RECRUITMENT PROCESS EXPLANATORY NOTE

Application Form

- Applications will only be accepted from candidates completing the enclosed application form and providing a letter of application.
- Candidates should be aware that all posts at Conisborough College involve some responsibility for safeguarding children, although the extent of that responsibility will vary according to the nature of the post. Please see job description for the post.
- Accordingly this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as “spent” must be declared.
- Applicants will be required to complete a Disclosure & Barring Service application at the appropriate level for the post.
- We will seek references on short listed candidates and may approach previous employers for information to verify particular experience or qualification before interview.
- If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to children or young persons (whether the disciplinary sanction is current or time expired), and whether you have been the subject of any child protection allegations or concerns and, if so, the outcome of any enquiry or disciplinary procedure. If you are not currently working with children but have done so in the past, that previous employer will be asked about those issues. Where neither your current nor previous employment has involved working with children, your current employer will still be asked about your suitability to work with children, although s/he may, where appropriate answer not applicable if your duties have not brought you into contact with children or young persons.
- You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected and possible referral to the police and/or DfE Children’s Safeguarding Operation Unit.

Invitation to interview

- If you are invited to interview this will be conducted in person and the areas which it will explore will include suitability to work with children.
- In line with national teacher recruitment guidelines, all candidates invited to interview must bring documentation confirming any educational and professional qualifications that are necessary or relevant for the post (e.g. original or certified copy of certificates, diplomas etc.). Where originals or certified copies are not available for the successful candidate, written confirmation of the relevant qualifications must be obtained from the awarding body. Evidence of threshold if applicable will also be required.
- All candidates invited for interview must also bring with them as many of the following documents as possible:
 1. A Passport and current driving license including photograph (essential)
 2. A full birth certificate
 3. A utility bill and financial statement showing your current name and address (dated within 3 months).
 4. Where appropriate any documentation evidencing a change of name
 5. Your qualification certificates.

Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.

IF POTENTIAL APPLICANTS HAVE DIFFICULTY IN MEETING ANY OF THE ABOVE CRITERIA WE WOULD WELCOME AN OPPORTUNITY TO DISCUSS ANY PROBLEMS AND PROVIDE ADVICE ON ALTERNATIVE ARRANGEMENTS. TEL: Melanie Kidd-Smith - School Business Manager on 0208 461 9600

Conditional Offer of Appointment: Pre-Appointment Checks

Any offer to a successful applicant will be conditional upon

1. receipt of at least two references considered satisfactory to the school (if these have not already been received), one must be from your current or most recent employer.
2. Verification of identity and qualifications.
3. A check at DfE List 99 and the Protection of Children Act List as appropriate
4. A satisfactory enhanced DBS Application
5. Verification of professional status such as registration with the Teaching Agency, QTS (where required NPQH)
6. For teaching posts - verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999)
7. Where the successful applicant has worked or been resident overseas in the previous five years, such checks and confirmations as the school may require in accordance with statutory guidelines.
8. Verification of medical fitness in accordance with DfE Circular 4/99 Physical and Mental Fitness to Teach of Teachers and entrants to Initial Teacher Training.
9. Satisfactory completion of the probationary period.

Warning.

- Where a candidate is found to be on DfE List 99 or the Protection of Children List or the DBS disclosure shows s/he has been disqualified from working with children by a Court; or
- Found to have provided false information in, or in support of his/her application; or
- The subject of serious expressions of concern as to his/her suitability to work with children

The facts will be reported to the Police and/or the DCSF Childrens' Safeguarding Operation Unit.