

Application for a Teaching Post

Please read the attached Information to Candidates sheets before completing this form

Post Title:	
Post Reference No.	
School:	
Applicant's Reference No	

If you require this form in an alternative format (braille, large print, audio tape etc) please contact Oak Learning Trust c/o George Washington Primary School, Well Bank Road, Washington, Tyne and Wear, NE37 1NL.

Telephone (0191) 4906453 or e-mail: school@gwps.org.uk

As this application may be photocopied, please complete the form in black ink or type. Please note C.V.'s will not be considered.

Equal Opportunities and Monitoring

The information requested in Part A of this form will be used for monitoring and administration purposes only, and is not seen by the recruitment panel. The information requested on Part C, is used for checking convictions, and is also not seen by the recruitment panel. Part B is separated when we receive your application form, and given to the recruitment panel for shortlisting. This is done to reduce the possibility of unfair and unlawful discrimination.

Part A

Personal Details	
First Name/s	
Surname/Last Name	
All Previous Names	
Address & Postcode	
Telephone No. (Home or mobile)	
Telephone No. (Work) - if convenient	
e-mail address	

Equal Opportunities Monitoring

Gender Male Female

Date of Birth

Disability

The Disability Discrimination Act 1995 states that "a person has a disability for the purpose of this Act if he/she has a physical or mental impairment which has a substantial and long term adverse effect on his/her ability to carry out normal day to day activities".

Do you consider yourself disabled?

Yes No

Ethnic Origin

Please tick **one** of the boxes below, choosing the category which you think best describes your ethnic origin. Please note that we are asking about the broad ethnic group you are in and not your nationality, place of birth or citizenship. United Kingdom citizens can belong to any of the categories shown.

White
British Irish Any other white background

Black or Black British
Caribbean African Any other black background

Chinese or other ethnic group
Chinese Any other ethnic group

Asian or Asian British
Indian Pakistani Bangladeshi Any other black background

Mixed
White and Black Caribbean White and Black African White and Asian

Any other black background

Where did you see this job advertised?

I confirm that all of the information given on this form is correct and complete.

Signed:

Date:

Note: If you provide false information on any part of this form, you will be disqualified from appointment and if already appointed, you will be subject to disciplinary proceedings and liable to dismissal without further notice.

Part B

Post Title: (same as first page)			
Educational Achievements			
Please include A-Level, Further/Higher Education and any other relevant study in chronological order.			
Date	Educational Establishment (Name & Address)	Qualification	Subject & Grade
Date recognised as a Qualified Teacher:			
DfES Reference No.		GTC	Ref.No.
If you qualified after 7th May 1999 please indicate whether your Induction Year is ongoing or completed			
Present Job			
Name and type of school:			
LA:		Title of Post:	
Salary/Grade:		Date Commenced:	
To whom do you report (Job Title)			
What staff (if any) report to you			
Brief outline of duties (including responsibility, age range and subjects taught)			

Previous Employers (Most recent first)

(a) In a school (please outline in chronological order any relevant experience as a qualified teacher, instructor or technician and teaching practice etc).

LA	Name and Type of School	Title of Post (including responsibility, age range and subjects taught)	Grade (if applicable)	Date of Employment		Reason for Leaving
				From	To	

(b) Other (please include any gaps in employment, career breaks or other full-time commitments)

Name and Address of Employer	Nature of Employment, Post Held and Main Responsibilities	Date of Employment		Reason for Leaving
		From	To	

Professional Development

Please detail below the commitment to professional development within your career that is relevant to your application for this post.

Date	Subject/Focus	Provider/Course Organiser	Duration

References

Please supply the names and contact details of the two referees who can comment on your suitability for this position. The first referee should be your current or most recent employer and specifically, for current Head Teachers this should be the Director of Children's Services (or equivalent) and for current Deputy Head Teachers this should be the Head Teacher of the school you are currently teaching at. If you are not currently working with children but have done so in the past the second referee should be the employer by whom you were most recently employed in work with children. References will not be accepted from relatives, or persons who only know you as a friend.

Name:

Address:

e-mail:

Tel No:

Name

Address:

e-mail:

Tel No:

Please note that we will contact the above referees if you are short listed for this post and seek references before interview. Also, in relation to work with children we will seek information about any past disciplinary issues relating to children and/or child protection concerns you may have been subject to.

As the job you are applying for may involve access to children, older or vulnerable people, we reserve the right to contact any of your previous employers for a reference (including your most recent employer even if you have not selected them as a referee) and to verify particular experience or qualifications.

Note: We also reserve the right to ask your current employer (if you are currently working with children) or a previous employer (where you worked with children) about disciplinary issues relating to children. This would include any in which the penalty is time expired and whether you have been the subject of any child protection concerns including the outcome of any investigation or disciplinary procedure. Please be aware that providing false information is an offence and could result in your application being rejected, or a summary dismissal if you have been appointed, and a possible referral to the police.

How you meet the essential requirements

Please state clearly how you meet all of the essential requirements listed on the Person Specification. Please see the attached Information to Candidate sheets for advice on how best to complete this section.

Please continue on a separate sheet if necessary

Absence from Work/ Education

How many days sickness absence from work or education have you had in the last two years?

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Disability - Reasonable Adjustments

Do you require us to make any reasonable adjustments that will help you to demonstrate your full potential in the recruitment process? If yes, please give details

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Declaration of Relationship

If you have any relationship with any Board Member, Trustee or senior manager of the Trust, please state the name(s) and nature of relationship(s)

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Note: If you canvas any of the above, directly or indirectly for this appointment, or if you fail to disclose a relationship, you will be disqualified from appointment and if already appointed, you will be subject to disciplinary proceedings and liable to dismissal without further notice.

I confirm that all of the information given on this form is correct and complete

Signed:		Date:	
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Note: If you provide false information on any part of this form, you will be disqualified from appointment and if already appointed, you will be subject to disciplinary proceedings and liable to dismissal without further notice.

Part C

Post Title:

The post you have applied for is exempt from the Rehabilitation of Offenders Act 1974, because it involves access to children, older or vulnerable people. Therefore, you are required to provide details of all convictions in the box below, **even if they are classified as 'spent'**. If you are successful in this recruitment process, the School/Council will then obtain a disclosure from the Criminal Records Bureau about you, irrespective of whether you tick Yes or No. This will be discussed with you at the time. The information gained will be used by the School/Council to check your suitability for the post.

Do you have a prosecution pending, or have you ever been convicted at a court or been cautioned by the police, for any offences, including those classified as 'spent' under the Rehabilitation of Offenders Act 1974?

Yes No (please tick)

If yes, please use the space below to provide details of pending prosecutions, convictions, cautions and bind-over orders, including approximate date, the offence, and the court or police force which dealt with the offence. (Please continue on the reverse and/or another sheet if necessary.)

I confirm that the information that I have given in this box is true, correct, complete and up to date.

Signed:

Date:

Note: Should you fail to disclose any conviction above, and the Criminal Records Bureau information confirms that you have any prosecution pending, or that you have been convicted at a Court, or cautioned by the Police for any criminal offence, or that there are any other matters causing the School/Council to reasonably conclude that you may be unsuitable for the post, then you will be disqualified from appointment. If already appointed, you will be subject to disciplinary proceedings and liable to dismissal without further notice.

Information to Candidate

Thank you for applying for a position with Oak Learning Trust.

This information is to help you to understand how our recruitment process works and how to best fill in your application form.

About the information you have received

A Job Description: Outlines the purpose of the job and the main duties involved.

A Person Specification: Lists the essential criteria an applicant needs to meet. It is this document that applicants are measured against during recruitment.

An Application Form: A standard form on which we collect information about you. We use this, instead of a C.V. to be more consistent.

Other information: You may have received other specific information about the job, and the stages of your recruitment process.

How our recruitment process works

A selection panel is formed, made up of at least two people. Next, they agree the content of the Job Description and the essential criteria for the Person Specification. A job advert is then written. When we receive application forms, we separate Part A, Part B and Part C. The Equal Opportunities Monitoring information is collected from Part A and Part C is used to check for convictions. Only Part B is given to the recruitment panel. The panel does not see personal information about you. This is designed to reduce the chances of unfair discrimination.

Each panel member then compares the information on Part B of your Application Form with the criteria on the Person Specification. They each read all of the forms and then record their views. Next they discuss and agree who will go through to the next stage. If there are a lot of applicants who meet the requirements, the panel will consider the successful pile again, keeping only those who best meet the requirements. References are then asked for, although they are not referred to until a candidate is chosen.

Shortlisted applicants will then have an interview and may be asked to take part in other selection activities, eg. work tests, occupational tests etc. You will always be told about these activities in advance.

What do we value on Application Forms?

We are only looking for the things we have listed on the Person Specification. Qualifications or Experience?

We strongly value the achievement of, and progress towards, academic, professional and vocational qualifications.

We also believe, however, that there are extremely talented people in the jobs market. People who, for one reason or another, have not developed their skills and abilities through an academic route and gained a qualification.

We value other things such as previous job experience, research projects or personal study, work placements, voluntary work, social experience or personal life experience. For some positions in the Trust, a professional qualification is essential. In this case, we will ask for the relevant qualification. (e.g. a teacher must have a nationally recognised Teaching Qualification). You will be asked to provide certificates to verify your qualification.

How to best fill in your Application form

The panel are looking for those candidates who can give real examples of how they meet the essential criteria on the Person Specification. It is quality, not quantity that is important. Do not enclose a C.V. we only want information on the application form. C.V.'s will not be considered.

Here are some helpful hints when completing the form, and remember to have the Person Specification at hand throughout:

- Use a spare sheet of paper to make notes first.
 - Prepare answers to all questions but leave the 'How you meet the essential requirements' until last. Most candidates find this the hardest part to complete.
 - If a box is not relevant to your personal circumstances, mark it 'not applicable'.
 - Give details of your employment history. If you have a gap in your employment, you are required to give an explanation for this.
 - Give details of any referees who we can ask for information about you. (We only ask for factual information), not that person's opinion about you. If you are employed, include details of your current employer. If you are unemployed, you must give details of a previous employer. If you have never been employed, please give details of a school, college or university tutor, or put a line through the box.
 - Now focus on the 'How you meet the essential requirements'. Take each of the criteria on the Person Specification in turn. Take time to think about all of your previous experience, and give examples of how you meet the criteria. Simply stating that you have each requirement will not be considered as suitable evidence. Remember you can use examples from your work life, study, personal life, voluntary work, social experience, vocational training etc.
 - Answer the points in the same order as on the Person Specification.
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- You can present this as a list and use numbering if you wish.
 - We do not write back to every candidate who submits an Application Form to us. The information pack will outline how and when you will be informed.
 - We will give you a Fair and Equal Opportunity to work for Oak Learning Trust
 - We are fully committed to providing a fair recruitment process for all. To do this, we need to know if you feel anything may prevent you from demonstrating your full potential. We will make any reasonable adjustment or arrangement to any part of the recruitment process.

Access to Employment for Disabled People

We are committed to equal opportunity in employment for disabled people. This means that we will not unfairly discriminate against a candidate with a disability, or an employee that becomes disabled whilst working for us.

Complaints about the Recruitment Process

If you feel you have been treated unfairly, or are unhappy with any part of the recruitment process, we want to know about it! You can make a complaint by contacting the Trust, and explain that you wish to make a complaint.

Data Protection

The information you provide on the application form will be used to assess your suitability for the post, and will be viewed only by those involved in the recruitment process. If you are appointed, the information will be used to create your employment record. If you are not appointed, it will be destroyed after 3 months, except in the event of a dispute.

Personal information that you provide in the 'Equal Opportunities Monitoring' section of the form will only be used for the purpose of equal opportunities monitoring and statistical analysis. This helps us to continually improve our equal opportunities policies and practices.

By submitting this form, you are consenting to the recording and use of the information for the purposes mentioned above.

Updated December 2018