www.midsomernortonschoolspartnership.com

Executive Headteacher/CEO: Alun Williams

Registered Address: Norton Hill School, Charlton Road, Midsomer Norton, BA3 4AD

Company No: 7365778



**Confidential - Application for Support Post**

*Please complete in black ink in clear handwriting or type. All sections of the form must be completed.*

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| **Position applied for:** |  | |
| **Name of School:** |  | |
| **Closing date:** |  | **How did you hear about this vacancy?** |

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| **PERSONAL DETAILS** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Surname:** | |  | | | | | | | | | | | | | | | | | | | **First Name(s):** | | | | | | | |  | | | | | | | | | | | | | | | | | | |
| **Address:** |  | | | | | | | | | | | | | | | | | | | | **Preferred style of address** | | | | | | | | | | | | | | **Mr, Mrs, Miss, Ms, Dr** | | | | | | | | | | | | |
|  | | | | | | | | | | | | | | | | | | | | **Former Name:** | | | | | | | | | | | | | |  | | | | | | | | | | | | |
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|  | | | | | | | | | | | | | | | | | | | | **Do you have a full driving licence?** | | | | | | | | | | | | | | | | | | | | | | | | **YES/NO** | | |
| **Tel :** |  | | | | | | | | | | | | | | | | | | | | **Do you have a car you use for work?** | | | | | | | | | | | | | | | | | | | | | | | | **YES/NO** | | |
| **Mobile :** |  | | | | | | | | | | | | | | | | | | | | **Email:** | | | | | | | |  | | | | | | | | | | | | | | | | | | |
| **ENTITLEMENT TO WORK IN THE UK** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| All applicants will be asked at interview to provide documentary evidence of their right to work in the UK. Do you have any restrictions that apply to you? | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | **Yes** | | | |  | | | | | **No** | | | | |  |
| If Yes please provide details of any restrictions: | | | | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **CURRENT OR MOST RECENT EMPLOYMENT** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Name of Employer or School or Local Authority:** | | | | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Address of School or Local Authority:** | | | | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Post Code:** | | | |  | | | | | | | | **Telephone Number** | | | | | | |  | | | | | | | | | **Position Held** | | | | | | |  | | | | | | | | | | | | |
| **State if Permanent/Temporary/Acting/Supply** | | | | | | | | | | | | | | | |  | | | | | | | | | | | | | **Salary and Benefits** | | | | | | | | | |  | | | | | | | | |
| **Date appointed** | | | | | | | |  | | | | | **End Date (if applicable)** | | | | | | | | | | |  | | | | | | | **Date free to begin work:** | | | | | | | | | | | | | | |  | |
| **Reason for leaving this post (if applicable):** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Please give a brief description of the main duties of this post:** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **PREVIOUS EMPLOYMENT** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Starting with your most recent employment, list all paid employment, voluntary work, periods of unemployment and time spent out of employment whilst undertaking caring responsibilities since leaving school, college or university. You must provide explanations for any gaps or periods not in employment; training or education since leaving secondary education. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Name and address of employer:** | | | | | | | | | | **Position Held and key responsibilities** | | | | | | | | | | | | | **From**  **Month/ Year** | | | **To**  **Month/**  **Year** | | | | | **Salary and Benefits** | | | | | | | | | **Reason for Leaving** | | | | | | | |
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| *We reserve the right to approach any of the previous employers/organisations listed in this section to confirm the details you have supplied - please attach a separate sheet if necessary* | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **GAPS IN EMPLOYMENT** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Please indicate and explain any gaps in employment since first leaving secondary education. Include specific dates and be sure to account for all gaps, whatever their length. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Dates From:** | | | | | | **Dates to:** | | | | | **Reason** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Education in Chronological Order (From age 14 in date order) Please give details of your education and any qualifications obtained with most recent first. This should include any qualifications which you are currently studying for. You will be required to produce original documents, a certified copy, or letter of confirmation from the awarding authority at your interview. Qualifications obtained overseas must be supported by NARIC accreditation. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Name of Schools, colleges or universities attended** | | | | | | | | | **From** | | | | | **To** | | | | | | **Qualifications and grades awarded** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **OTHER PROFESSIONAL QUALIFICATIONS AND MEMBERSHIP** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| You will be required to produce original documents, a certified copy, or letter of confirmation from the awarding authority for all your qualifications and accreditations at your interview. Qualifications obtained overseas must be supported by NARIC accreditation. Please list most recent award first. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **College or Department of Education Attended (with dates)** | | | | | | | | | | | | | | **FT / PT** | | | | **Qualifications and Grades Achieved** | | | | | | | | | | | | | | | | | | | | | | | | | **Date Awarded** | | | | |
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| **IN-SERVICE COURSES AND ADDITIONAL ACHIEVEMENTS** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (i.e. Swimming awards, music certificates, coaching awards etc.). You will be required to produce original documents, a certified copy, or letter of confirmation from the awarding authority for all your qualifications and accreditations at your interview. Qualifications obtained overseas must be supported by NARIC accreditation. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Title of Training Programme/Course** | | | | | | | | | | | | | | | | | | | | | | | | | **Date/Duration of course** | | | | | | | | | **Awarding Body** | | | | | | | | | | | | | |
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| **ADDITIONAL INFORMATION** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Have you previously received a redundancy payment or a pensions from a Local Authority or Teachers’ Pensions?** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | **Yes** | | |  | | | | | | **No** | | |  |
| **If yes, please state employer’s name and the month/year that the payment or pension started:** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Have you ever been dismissed or resigned from any previous employment as a result of capability, safeguarding, child protection or other issues?** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | **Yes** | | |  | | | | | | **No** | | |  |
| **Have you been the subject of a formal disciplinary sanction or are you in the process of on-going disciplinary proceedings in your current employment?** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | **Yes** | | |  | | | | | | **No** | | |  |
| **If yes, please indicate which employment and specify the reasons for your dismissal (use a separate sheet if necessary).** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **RESTRICTIONS** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Canvassing LGB Governors and/or members of the MNSP Trust directly or indirectly will disqualify the candidate for any appointment. Any applicant who is found on appointment to have made a false declaration will, if appointed, be liable to dismissal without notice** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **Are you related to or maintain a close relationship with any LGB Governor/member of the MNSP Trust?** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | **Yes** | | |  | | | | | | **No** | | |  |
| **If you have answered yes, please give full details below:** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **DECLARATION OF INTEREST / CODE OF CONDUCT** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employees must not allow personal and/or private interests to influence their conduct as employees. In particular, all applicants (and existing employees) are required to inform the Governing Body if they have any other current employment and also if they, their partner or close relatives have an interest in a private enterprise that may represent a conflict of interest. If the Governing Body considers that there is a conflict of interest (as a result of information disclosed) you will not be considered for employment. Non-disclosure of a possible conflict of interest could also result in any employment being terminated.  Please detail any such information below. Important: Even if you have nothing to declare, please indicate this by writing “None” in the space below. (Should you require more space to write, please continue on a separate sheet of paper) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **SIGNED:** | | |  | | | | | | | | | | | | | | | | | | | **DATE:** | | | | |  | | | | | | | | | | | | | | | | | | | | |
| **CRIMINAL CONVICTIONS AND SAFEGUARDING DECLARATION** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Enhanced Disclosure and Barring Service Check:  An offer of employment is conditional upon the Trust receiving an Enhanced Disclosure from the DBS which the Trust considers to be satisfactory. If you are successful in your application you will be required to complete a Criminal Records Bureau Disclosure Application Form. Any information disclosed will be handled in accordance with the Code of Practice published by the Disclosure and Barring Service.  The Trust is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions,  cautions, reprimands or final warnings that are not “protected” as defined by the [Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013)](http://www.legislation.gov.uk/uksi/2013/1198/pdfs/uksi_20131198_en.pdf) must be declared. The amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are ‘protected’ and are not subject to disclosure to employers , and cannot be taken into account. If you have a criminal record this will not automatically debar you from employment. Instead, each case will be assessed fairly by reference to the Trust's objective assessment procedure (a copy of which is available from the Trust on request). In the event of employment, failure to disclose a conviction, caution or bind-over could result in dismissal or disciplinary action by the Authority and possible referral to the Police. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Have you been convicted by the courts of any criminal offence that is not protected? | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | **Yes** | | |  | | | | | | **No** | | |  |
| Are you currently the subject of any police investigations following allegations made against you or Is there any relevant court action pending against you? | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | **Yes** | | |  | | | | | | **No** | | |  |
| Have you ever received a caution, reprimand or final warning from the police that is not protected? | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | **Yes** | | |  | | | | | | **No** | | |  |
| *If yes, please attach details in a sealed envelope marked confidential with your name and post applied for on the front of the sealed envelope and hand this in with your application form or bring this with you to interview.* | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **SIGNED:** | | |  | | | | | | | | | | | | | | | | | | | **DATE:** | | | | |  | | | | | | | | | | | | | | | | | | | | |
| Safeguarding Declaration:  I declare that:   * I am not barred or disqualified from working with vulnerable groups, children or young people * I am not subject to any sanctions or conditions on my employment imposed by the Independent Safeguarding Authority, Secretary of State or other regulatory body. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **SIGNED:** | | |  | | | | | | | | | | | | | | | | | | | **DATE:** | | | | |  | | | | | | | | | | | | | | | | | | | | |
| **SUPPORTING STATEMENT** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Your application form is the only means we have to judge your capability and potential and the information in it will be assessed against the criteria listed on the person specification to draw up a shortlist for the next stage of selection. No assumptions will be made about your experience.  Please describe below how your experience, skills and knowledge, meet the criteria for the post as described in the person specification. Make sure you address all the criteria on the person specification. *(Please continue on next page if necessary)* | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **DECLARATION** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1. **I confirm that the information I have given on this Application Form is a complete and true statement.** 2. **I confirm that I am not on List 99, disqualified from work with children or subject to sanctions imposed by a regulatory body.** 3. **I understand that providing false information is an offence which could result in my application being rejected or (if the false information comes to light after my appointment) summary dismissal and may amount to a criminal offence.** 4. **I consent to the referees named on this application form being contacted and supplying a reference about me to Midsomer Norton Schools’ Partnership.** 5. **I understand that the school will process the information given on this form, including any 'sensitive' information, as may be necessary during the recruitment and selection process in compliance with the Data Protection Act 2018 and General Data Protection Regulation 2018 (GDPR) and will be retained in accordance with our Records Retention Policy.** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **SIGNED:** | | | | |  | | | | | | | | | | | | | | | | | **PRINT NAME:** | | | | | | | |  | | | | | | | | | | | | | | | | | |
| **DATE:** | | | | |  | | | | | | | | | | **WHERE AN APPLICATION HAS BEEN SUBMITTED ELECTRONICALLY THE SUCCESSFUL APPLICANT WILL BE ASKED TO SIGN AND DATE ANY DECLARATION MADE** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **REFERENCES** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| References will only be required for candidates shortlisted for interview. Candidates must give names and addresses of two referees (not relatives, friends or people with whom you live). If you have been in employment, one referee must be your present or most recent employer. If the employment was within a school, the reference must be written by the Head Teacher. We reserve the right to ask you for further referees or contact previous employers if necessary. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **1** | | | | **REFEREE DETAILS** | | | | | | | | | | | | | | | | | | **2** | | | | | | | | **REFEREE DETAILS** | | | | | | | | | | | | | | | | | |
| **Name:** | | | |  | | | | | | | | | | | | | | | | | | **Name:** | | | | | | | |  | | | | | | | | | | | | | | | | | |
| **Position in organisation**  **(if applicable)** | | | |  | | | | | | | | | | | | | | | | | | **Position in organisation**  **(if applicable)** | | | | | | | |  | | | | | | | | | | | | | | | | | |
| **Relationship to Applicant:** | | | |  | | | | | | | | | | | | | | | | | | **Relationship to Applicant:** | | | | | | | |  | | | | | | | | | | | | | | | | | |
| **Address**: | | | |  | | | | | | | | | | | | | | | | | | **Address**: | | | | | | | |  | | | | | | | | | | | | | | | | | |
| **Postcode:** | | | |  | | | | | | | | | | | | | | | | | | **Postcode:** | | | | | | | |  | | | | | | | | | | | | | | | | | |
| **Email:** | | | |  | | | | | | | | | | | | | | | | | | **Email:** | | | | | | | |  | | | | | | | | | | | | | | | | | |
| **Telephone Number:** | | | |  | | | | | | | | | | | | | | | | | | **Telephone Number:** | | | | | | | |  | | | | | | | | | | | | | | | | | |
| **Name by which you were known to your referee(s) if different from now** | | | | | | |  | | | | | | | | | | | | | | | **Name by which you were known to your referee(s) if different from now** | | | | | | | | | | | | |  | | | | | | | | | | | | |
| **Safer Recruitment in Education Guidance advises it is best practice to obtain references for shortlisted candidates prior to interview.** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **May we contact your present employer if you are shortlisted?** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | **Yes** | | | |  | | | | | **No** | | | | | |  |
| **If you have indicated NO above, please note that satisfactory references will be required if you are the preferred candidate after interview and before starting employment.** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| **SUPPORTING STATEMENT – CONTINUED:** |
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**Equality and Diversity Monitoring**

This section will be separated from your application. Collection of equality information is solely for monitoring purposes to ensure that our policies and procedures are effective. We also collect this data in accordance with the general and specific public sector equality duties under the Equality Act 2010. Any data you enter onto this monitoring form will only be used for monitoring purposes and will not be used in assessing and or scoring your application or during the interview process. This information is kept fully confidential and access is strictly limited in accordance with the Data Protection Act.

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| **Post Applied For:** | | | |
| **Name:** |  | **Date of Birth:** |  |

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| Ethnicity | Workforce census code | | Please tick |
| White | WBRI | British English Welsh Northern Irish Scottish |  |
|  | WIRI | Irish |  |
|  | WIRT | Traveller of Irish Heritage |  |
|  | WROM | Gypsy / Roma |  |
|  | WOTH | Any other White background |  |
| Mixed | MWBC | White and Black Caribbean |  |
|  | MWBA | White and Black African |  |
|  | MWAS | White and Asian |  |
|  | MOTH | Any other Mixed background |  |
| Asian or Asian British | AIND | Indian |  |
|  | APKN | Pakistani |  |
|  | ABAN | Bangladeshi |  |
|  | CHNE | Chinese |  |
|  | AOTH | Any other Asian background |  |
| Black or Black British | BCRB | Black – Caribbean |  |
|  | BAFR | Black – African |  |
|  | BOTH | Any other Black background |  |
| Other ethnic group | ARAB | Arab |  |
| CHNE | Chinese |  |
| REFU | Refused/Prefer Not to Say |  |
| OOTH | Any other ethnic group |  |

|  |  |
| --- | --- |
| Sexual orientation | Please  tick |
| Bi-sexual |  |
| Gay Man |  |
| Gay Woman |  |
| Heterosexual |  |
| Other |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| Gender | Please  tick |
| Female |  |
| Male |  |
| Transgender |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| Personal relationship | Please  tick |
| Single |  |
| Living together |  |
| Married |  |
| Civil Partnership |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| Religion or belief | Please tick |
| No religion |  |
| Christian (including Church of England, Catholic, Protestant and all other Christian denominations) |  |
| Buddhist |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Sikh |  |
| Any other religion (Write in) |  |
| Prefer not to say |  |

|  |  |
| --- | --- |
| Disability  *Do you consider that you have a disability?* | Please tick |
| Yes - Please complete the grid below |  |
| No |  |
| Prefer not to say |  |
| My disability is: |  |
| Physical Impairment |  |
| Sensory Impairment |  |
| Mental Health Condition |  |
| Learning Disability/ Difficulty |  |
| Long standing illness |  |
| Other |  |
| Prefer not to say |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **SIGNED:** |  | **DATE:** |  |