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**NON-TEACHING APPLICATION**

**Application for Employment**

We use an application form, rather than asking for CVs for most vacancies. The application form ensures that all applicants present their information in the same standardised format and tell us only what we need to know. For a small number of senior appointments we may request a letter of application rather than ask candidates to complete an application form so please do check the application instructions before submitting your application. Please do not attach a CV, unless asked to do so.

We are committed to the safeguarding and promotion of the welfare of children and expect all staff and volunteers to share this commitment. Please read the information and guidance notes before you complete the form.

\*Required

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| **SECTION A. Job Details** | |
| Job Applied For\* |  |
| Location\* |  |
| Where did you see this vacancy advertised? |  |

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| **SECTION B. Personal Information** | | | | | |
| Surname\* | |  | Title\* (eg Mr/Mrs/Miss/Dr) | |  |
| First Name\* | |  | Telephone Number/s\* | |  |
| Address\* (including post code) | |  | | | |
| Email Address\*  This address may be used to contact you during the recruitment process | | |  | | |
| National Insurance No\*: | | |  | | |
| Do you require sponsorship to work in the UK?  State your current immigration status: | | |  | | |

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| **SECTION C. Current or most recent Employment/Voluntary Work** | | | | |
| Name and address of school/ organisation\* |  | | Date of Appointment\* |  |
| Current Salary/Pay Rate\* |  |
| Length of Notice\* |  |
| Job Held\* |  | | | |
| Brief summary of duties and responsibilities\* | | | | |
| Are you currently in employment?\*  □Yes □No | | If no, please state the date when the last employment ended and the reason: | | |

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| **SECTION D. Educational and Professional/Specialist Qualifications** | | |
| Please list details relevant to the post, in chronological order. If shortlisted, you will be required to bring proof of these qualifications to interview. (*Use an additional sheet if necessary.)* | | |
| Name and address of school, college or university\* | Qualifications (eg NVQ, GCSE, A level, Degree)\* | Grade/Result received\* |
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| **SECTION E. Training relevant to this post** | | |
| Please list details relevant to the post. (*Use an additional sheet if necessary.)* | | |
| Name of organisation\* | Name of specialist training courses\* | Result received\* |
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| **SECTION F. Employment History** | | | | |
| Please give details of your full employment history in date order starting with the most recent. You must list all employment, career breaks, and periods of unemployment, education and voluntary work since leaving secondary education; without any gaps. (*Use an additional sheet if necessary.)* | | | | |
| Name and address of organisation\* | Employment dates to nearest month\* | | Your role\* | Reason for leaving\* |
| From | To |
|  |  |  |  |  |
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| Please give details and reasons for any gaps in work history: | | | | |

## SECTION G. Additional Information

With this application form you will have received a person specification describing the skills and attributes we require for the job for which you are applying. Please take this opportunity to explain how you meet each of the requirements of the job. It will help the short listing process if you address each area of the person specification separately, preferably using sub-headings. Please provide examples to illustrate your knowledge, skills and experience. (*Use an additional sheet if necessary.)*

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| **SECTION H. References** | | | |
| Please give the names of two referees who can provide professional or educational references (not character). The first must be from your present or last employer/voluntary organisation, if applicable. The person you name must hold a managerial or personnel position in that organisation and have access to your records. If you do not give permission for your current employer to be contacted before interview, please provide us with an additional relevant referee to allow for two references to be available to the interviewing panel.  Where you are not currently working with children or vulnerable adults but have done so in the past, you are required to nominate a referee from the organisation where you were most recently employed to work with children or vulnerable adults as one of your nominated referees. If you are recommended for appointment in these circumstances we will then seek to gain your current employer as a referee.  If you are unable to provide your employer’s details for reference purposes at that time your application will not be pursued further. In the event that you are not currently employed we will require details from your last employer.  The referees provided will be asked if you have any live disciplinary offences and also about any ‘time expired’ disciplinary offences where they relate to children. They will also be asked if you have been subject to any child protection or vulnerable adult protection concerns, and if so, the outcome of any enquiry or disciplinary procedure.  PLEASE NOTE THAT Bedfordshire Schools Trust reserves the right to ask you for permission to contact a referee from any organisation you have been associated with. This can be in addition to, or instead of, the names you supply. | | | |
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| **Referee from present of last employer/voluntary organisation** | | | |
| Referee Name\* |  | Job Title\* |  |
| Address\* (including post code) |  | Telephone Number\* |  |
| Email Address\* |  |
| I agree to this reference being taken prior to any interview\* | □Yes □No |
|  | | | |
| **Referee from present of last employer/voluntary organisation** | | | |
| Referee Name\* |  | Job Title\* |  |
| Address\* (including post code) |  | Telephone Number\* |  |
| Email Address\* |  |
| I agree to this reference being taken prior to any interview\* | □Yes □No |
|  | | | |
| **Referee from present of last employer/voluntary organisation** | | | |
| Referee Name\* |  | Job Title\* |  |
| Address\* (including post code) |  | Telephone Number\* |  |
| Email Address\* |  |
| I agree to this reference being taken prior to any interview\* | □Yes □No |

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| **SECTION I. Further Information** | |
| 1. Working for our Trust your role may require you to be based at / work from any of our Academies (or wider Trust Schools) whenever operational demand requires it. Would this present any difficulty to you? \* | □Yes □No |
| 2. Are you subject to any legal restrictions in respect of your employment in the UK? You will be required to provide evidence of your eligibility to work in the UK and any information given may be checked with the Home Office or the Immigration Service.\* | □Yes □No |
| 3. Are you, to your knowledge, related to or have a close relationship with any Director, member of Bedfordshire Schools Trust staff or Central Bedfordshire Local Authority staff or representatives? \* | □Yes □No |
| 4. Do you hold any other appointment that would continue if you were appointed to this job? \* | □Yes □No |
| 5. Are you subject to a sanction or have you been at any time barred from working with children or vulnerable adults by the DCSF, GTC or been placed on List 99, POVA or PoCA? \* | □Yes □No |
| 6. Do you have any convictions or cautions (excluding youth cautions, reprimands or warnings that are not “protected” as defined by the Ministry of Justice? \* | □Yes □No |
| \*If you have answered ‘yes’ to questions 1 – 6 above, please give details below: | |

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| **Disclosure and Barring and childcare disqualification** |
| The Bedfordshire Schools Trust is legally obligated to process a Disclosure and Barring Service (DBS) check before making appointments to relevant posts. The DBS check will reveal both spent and unspent convictions, cautions, and bind-overs as well as pending prosecutions, which aren't 'protected' under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 and check to establish that a person is not barred from 'regulated activity' as defined by the Safeguarding Vulnerable Groups Act 2006.  The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) means that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Guidance about whether a conviction or caution is disclosable can be found on the Ministry of Justice website.  If the Bedfordshire Schools Trust has pupils aged 8 and below, the DBS check will be used to ensure compliance with the Childcare Disqualification Regulations. Any data processed as part of the DBS check will be processed in accordance with data protection legislation and the Bedfordshire Schools Trust privacy statement. A copy of the safeguarding policy for the Bedfordshire Schools Trust is available to view on their website. |

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| **SECTION J. Declaration** |
| ***Right to work in the UK***  *The Bedfordshire Schools Trust will require you to provide evidence of your right to work in the UK in*  *accordance with the Immigration, Asylum and Nationality Act 2006. By signing this application, you*  *acknowledged that such evidence will need to be provided should an offer of employment be made.*  ***Mental and Physical Fitness***  *The Bedfordshire Schools Trust will require you to confirm you have the mental and physical fitness to*  *carry out your work responsibilities in accordance with the Education (Health Standards)(England)*  *Regulations 2003. By signing this application, you acknowledge that such confirmation will be required*  *should an offer of appointment be made.*  ***Verification of Identity***  *The Bedfordshire Schools Trust will require you to provide proof of your identity in accordance with*  *Keeping Children Safe in Education guidance. This will include obtaining a copy of your birth certificate,*  *where this is available. By signing this application, you acknowledge that such verification will be required*  *should an offer of employment be made.* |

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| **I declare that, to the best of my knowledge and belief, the information given on this application form and supplied with it, is correct. I understand that if I am applying for a role that involves engaging in a regulated activity relevant to children, that it is a criminal offence to apply for the role if I am barred from engaging in regulated activity relevant to children.**  **I understand that any subsequent contract of employment with BEST will be made only on this basis, and that, if I falsify or deliberately omit any relevant information I could be dismissed. If I lobby Directors or employees of the Trust, either directly or indirectly, in connection with my application I will be disqualified. \***  Signature: Date: |

**Data Protection Notice**

Throughout this form we have asked for some personal information about you. We will only use this data in line with data protection legislation and process your data for one or more of the following reasons permitted in law:

* You have given us your consent
* We must process it to comply with our legal obligations
* We need to process it for our legitimate interests

For further details relating to what personal information we hold relating to staff, why we require it and how we process it, see the staff privacy notice (<https://www.bestacademies.org.uk/_site/data/files/governance/legal/DD9EBB48E68117F98C7211DA9096CD26.pdf>). If you would like details of our retention of information policy, please see our GDPR policy (<https://www.bestacademies.org.uk/_site/data/files/governance/legal/C6C8AD7BDBAF64DB24678EAF1C1DF19A.pdf>).

### Please return your completed application form to the address given in the application pack

**BEDFORDSHIRE SCHOOLS TRUST**

**MONITORING INFORMATION**

The elimination of discrimination, harassment, victimisation and other conduct prohibited under the Equality Act 2010 and the advance of equality of opportunity and fostering good relations are at the heart of every activity of the Bedfordshire Schools Trust. The Trust is committed to equal opportunities in employment, with the aim of ensuring that everyone who applies to work for us receives fair treatment and we positively encourage applications from suitably qualified and eligible candidates regardless of age, disability, race, sex, gender reassignment, sexual orientation, religion or belief, marriage and civil partnership and caring status.

The information you provide on this form will be used to help achieve that commitment. Effective monitoring is an important means of measuring our performance and progress towards our equality and diversity goals. It also allows us to fulfil our legal requirements to collate equality information, required by the public sector equality duty. The collated information will not only help the Trust demonstrate compliance with the law but will also assist in concentrating efforts on achieving a truly inclusive and diverse workforce.

To help us achieve this aim we ask you to complete this monitoring form. We collate equality information on age, disability, race, sex, gender reassignment, sexual orientation, religion or belief, marriage and civil partnership and caring status.

Providing the information below will allow us to monitor our commitment to promoting diversity and developing a workplace environment where all staff are treated with dignity and respect.

\*Required

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| Your Full Name\* |  |
| Role Applied For\* |  |
| National Insurance No. *(optional)* |  |

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| **SECTION A. Your Age \*** | | | | | | | | | |
| □ | 16-17 | □ | 18-21 | □ | 22-30 | □ | 31-40 | □ | 41-50 |
| □ | 51-60 | □ | 61-65 | □ | 66-70 | □ | 71+ | □ | Do not wish to declare |

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| **SECTION B. Your Disability \*** | |
| Do you consider yourself to have a disability under the Equality Act 2010? | □ Yes □ No □ Do not wish to declare |

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| **SECTION C. Your Ethnic Group \*** | | | | | | | | | |
| □ | Bangladeshi | □ | Chinese | □ | Indian | □ | Pakistani | □ | Any other Asian background *(specify below if you wish)* |
| □ | White & Asian | □ | White & Black African | □ | White & Black Caribbean | □ | Any other mixed background *(specify below if you wish)* | | |
| □ | British/English/ Welsh/Scottish/ Northern Irish | □ | Gypsy or Irish Traveller | □ | Irish | □ | Any other white background *(specify below if you wish)* | | |
| □ | African | □ | Caribbean | □ | Any other Black/African/ Caribbean background  *(specify below if you wish)* | | | | |
| □ | Arab | □ | Any other Ethnic Group *(specify below if you wish)* | | | | |  |  |
| □ | I do not wish to declare my ethnicity | | | □ | Other *(please specify)* | |  |  |  |

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| **SECTION D. Your Gender** | |
| Please state ……………………………………………………….. | □ Do not wish to declare |

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| **SECTION F. Your Sexual Orientation** | | | | | | | | | |
| □ | Bisexual | □ | Gay/Lesbian | □ | Heterosexual | □ | Other *(specify if you wish)* | □ | Do not wish to declare |

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| **SECTION G. Your Religion or Belief \*** | | | | | |
| □ | Buddhist | □ | Muslim | □ | Any other religion or belief  *(specify if you wish)* |
| □ | Christian | □ | No Religion |  |  |
| □ | Hindu | □ | Sikh |  |  |
| □ | Jewish | □ | Do not wish to declare |  |  |

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| **SECTION H. Are you married or in a civil partnership? \*** | | | | |
| □ | Yes | □ No |  | □ Prefer not to say |

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| **SECTION I. What is your current working pattern?** | | | | |
| □ | Full-time | □ Part-time |  | □ Prefer not to say |

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| **SECTION J. What is your flexible working arrangements?** | | | | |
| □ | None | □ Flexi-time |  | □ Staggered hours |
| □ | Term-time hours | □ Annualised hours |  | □ Job-share |
| □ | Flexible shifts | □ Compressed hours |  | □ Homeworking |
| □ | Prefer not to say | □ If other, please state ………………………………………………………… | | |

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| **SECTION K. Do you have caring responsibilities?** | | | | |
| □ | Yes | □ No |  | □ Prefer not to say |

### If you are returning this form by hard copy, please return the completed form in an envelope marked ‘strictly confidential’ and for the attention of the HR Assistant.