

# Northampton Primary Academy Trust



## Employment Application Form

Internal Use Only			
Date Received		Interview (Y/N)	
Interview Date Confirmed		Notification Date	

Please ensure that you complete all sections of Part 1 and Part 2 of the application. Please note that providing false information will result in the application being rejected, or withdrawal of any offer of employment, or summary dismissal if you are in post, and possible referral to the police. Please note that checks may be carried out to verify the contents of your application form. Please complete the form and return by email. CVs are not accepted.

Vacancy Job Title	
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### Part 1: Information for Shortlisting and Interviewing

Surname or Family name	
First Name(s)	
Teacher Number	
Letter of Application	Please attach a letter of application separately to your application email.

### Current or Most Recent Employment

Name of Employer	
Address	
Postcode	
Telephone Number	
Position held	
Temporary/Permanent/Supply and whether Full or Part-time	
Date appointed to this post	
Date appointed to position	
Date Left and reason for leaving (if applicable)	
Date available to begin appointment	
Age Range of School	
Second subject offered	

#### Northampton Primary Academy Trust Partnership

Abington Vale Primary School, Ecton Brook Primary School, East Hunsbury Primary School, Headlands Primary School, Lings Primary School, Rectory Farm Primary School, Simon de Senlis Primary School, Weston Favell CE Primary School

Central Office: Headlands Primary School Bushland Road Northampton NN3 2NS

Salary/Allowance Details	Current Scale: Current Point: TLR/Allowances: Leadership Scale Current Salary (for non-education employment):
Teachers' Pension	Please give details of Election to Opt Out where applicable:
Main duties of this post	

## 1.2. Previous Employment – Full Chronological History

Starting with your most recent employment, list all paid employment, voluntary work, period 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. Teaching practise should only be included where this application is for your first teaching job.

Name of School, employer or voluntary agency (inc name of LA)	FT/PT Supply Temp/P erm	School Type (Primary, Secondary, Special, Other)	Age Range of School	Number on Roll	Position Held (Year Group if appropriate) and Salary (Point)	Dates				Reason For leaving
						From		To		
						Mth	Yr	Mth	Yr	

**We reserve the right to contact any of the previous employers/organisations listed in this section to confirm the details you have supplied.**

## 1.3. Education & Qualifications

Please give details of your education and any qualifications obtained with the most recent first. This should include any qualifications you are currently studying for. 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.

Institute/University/College/School	Date Awarded	Qualifications and Grades Achieved

Please tab in the bottom right cell to create extra cells if necessary.

## 1.4. Teacher Training, 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 the most recent award first.

College or Department of Educations Attended (with dates)	FT/PT	Qualifications and Grades Achieved	Date Awarded

Please tab in the bottom right cell to create extra cells if necessary.

Membership of Professional Association and Level	Dates
Teachers' Pensions Reference Number (Teachers Only)	

Do you have qualified teacher status?	
Date Qualified Teacher Status Obtained	
If you successfully qualified as a teacher after 7 <sup>th</sup> May 1999, have you successfully completed an NQT induction?	

### 1.5. In-Service Courses and Additional Achievements

Title of training Course/Programme	Awarding Body	Date

### 1.6. Other Relevant Experience, Interests and Skills

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### 1.7. Supporting Statement

<p><b>Supporting Statement</b></p> <p>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. <u>No assumptions will be made about your experience.</u></p> <p>Please describe below how your experience, skills and knowledge, meet the criteria for the post as described in the job description and person specification. Make sure you address all the criteria on the person specification.</p>
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### 1.8. Referees

References will only be required for candidates shortlisted for interview. Please provide the details of two people to whom reference may be made. If you have been in employment, the first referee should normally be your present or most recent employer. If you are applying for a teaching post and are not currently working with children, please provide a referee from your most recent employment involving children. References will not be accepted from relatives or from people writing solely in the capacity of friends. If the employment was within a school, the reference must be written by the Headteacher. We reserve the right to ask you for further referees or contact previous employers if necessary. **Please note we do not accept references from University placements, please include a reference from your school placements instead.**

**It is normal practice to take up references on shortlisted candidates prior to interview. This is in line with the most recent version of Keeping Children Safe in Education statutory guidance.**

**First referee**

Title and Name	
Company Name	
Address and post code	
Telephone number	
Email address	
Job Title	
Relationship to applicant	
Name by which you were known to this referee if different from now	

**Second referee**

Title and Name	
Company Name	
Address and post code	
Telephone number	
Email address	
Job Title	
Relationship to applicant	
Name by which you were known to this referee if different from now	
May we contact your present employer if you are shortlisted?	

If you have indicated NO above, please note that references will be required if you are the preferred candidate after interview.

**1.9 Reference Declaration**

To comply with the General Data Protection Regulation (GDPR), we would like to ensure that you are aware of the data we will collect and process when requesting your references.

Reference requests sent to your referees will ask the referee to confirm as a minimum:

- The relationship of the referee to you
- Details of your current post and salary
- Performance history
- All formal time-limited capability warnings which have not passed the expiration date
- All formal time-limited disciplinary warnings not related to safeguarding concerns which have not passed the expiration date
- All disciplinary action where the penalty is 'time expired' and relate to safeguarding concerns
- Details of any child protection concerns and if so, the outcome of any enquiry
- Whether the referee has any reservations as to the candidates' suitability to work with children. If so, the school will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

I consent to the named referees being contacted in accordance with the above.

Signature	
Print	
Date	

You have the right to withdraw your consent at any time and can do so by informing our Data Protection Officer that you wish to withdraw your consent.

**1.10. 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 School 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 School/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 an employment being terminated.

Important: Even if you have nothing to declare, please indicate this by writing 'None' in the space below

## Part 2

This section will be separated from Part 1 on receipt. Relevant responses may be verified prior to shortlisting and/or used for administration purposes but will not then be used for selection purposes.

Vacancy Job Title	
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### 2.1 Personal Information

1. Title	
2. Surname	
3. First Name (s)	
4. All Previous surnames	
5. Current Address	
6. Postcode	
7. Resident at this address since	
8. Home telephone number	
9. Mobile telephone number	
10. Email address	
11. DfE reference number	
12. National Insurance Number	
13. Do you have a current full driving licence? (Only applicable for posts which require driving)	
14. Are you related to or have a close personal relationship with any pupil, employee, or governor?	
15. Do you require sponsorship? (previously a work permit)	

## 2.2. Compulsory Declaration of any Convictions, Cautions or Reprimands, Warnings or Bind-overs

It is the school's policy to require all applicants for employment to disclose any previous 'unspent' criminal convictions and any cautions, which have not expired, or any pending prosecutions. In addition, the job you are applying for is exempt from the provisions of the Rehabilitation of Offenders Act 1974 (exceptions order 1975) which requires you to disclose all spent convictions and cautions except those which are 'protected' under Police Act 1997 – Part V and the amendments to the Exceptions Order 1975 (2013) and are not subject to disclosure to employers on DBS certificates and cannot be taken into account. Guidance on the filtering of "protected" cautions and convictions which do not need to be disclosed by a job applicant can be found on the Disclosure and Barring Service website.

If you are invited to interview you will be required to complete a "Disclosure of Criminal Record" form and bring the completed form to interview.

## 2.3 Prohibition from Teaching

In accordance with the requirements of The School Staffing (England) (Amendment) Regulations 2013, any future appointment is subject to a check with the Department of Education to ensure that you are not subject to a prohibition order or an interim prohibition order.

In accordance with the provision of The Childcare Act 2006 and the Childcare (Disqualification) Regulations 2009 and Childcare (Early Years Provision Free of Charge) (Extended Entitlement) (Amendment) Regulations 2018, there is a requirement on some staff in educational settings to disclose relevant information. This requirement will apply to your application if the post you are applying for is in an Early Years setting with children (from birth until 1 September following a child's fifth birthday) or Later Years childcare (children above reception age but who have not attained the age of 8) in nursery, primary or secondary school settings, or if you are directly concerned with the management of such childcare.

The information you give will be treated as strictly confidential. Disclosure of a conviction, caution, bind-over order warning or reprimand will not automatically disqualify you from consideration. Any offence will only be taken into consideration if it is one which would make you unsuitable for the job you are applying for. However, offences relating to children may make you unsuitable since this is a "regulated position" under the Criminal Justice & Courts Services Act 2000.

## 2.4 Data Protection Act 2018 and General Data Protection Regulations 2018 (GDPR)

To comply with the Data Protection Act 2018 and GDPR, we would like to inform you of the purpose for which we are processing the data we have asked you to provide on this application form. Further information is available in our GDPR Recruitment Privacy Notice and GDPR policy, which can be found at [www.npatschools.org](http://www.npatschools.org).

We have a Trust Data Protection Officer whom you can contact with any questions relating to the handling of your data. You make contact by emailing: [dpo@npatschools.org](mailto:dpo@npatschools.org)

The information collected on this form will be retained in accordance with our GDPR policy.

You should also note that checks may be made to verify the information provided and may also be used to prevent and/or detect fraud. **This form will be kept strictly confidential but may be photocopied and may be transmitted electronically for use by those entitled to see the information as part of the recruitment process.**

## Notes

- (a) Under the Criminal Justice & Courts Services Act 2000 it is an offence for an individual who has been disqualified from working with children to knowingly apply for, offer to do, accept, or do any work in a 'regulated position'. The position you are applying for is a "regulated position".
- (b) Canvassing, directly or indirectly, an employee or governor will disqualify the application.
- (c) Candidates recommended for appointment will be required to provide a satisfactory Enhanced DBS certificate and complete a pre-employment medical questionnaire and may be required to undergo a medical examination.
- (d) This organization is under a duty to protect the public funds it administers and to this end may use the information you may provide as part of the recruitment process for the prevention and detection of fraud. It may also share this information with statutory bodies responsible for auditing or administering public funds for these purposes.

## 2.5 Declaration

I certify that, to the best of my knowledge, all particulars included in my application are correct. I understand and accept that providing false information will result in my application being rejected or withdrawal of any offer of employment, or summary dismissal if I am in post, and possible referral to the police. I understand that the information provided on this application form will be used to form the basis of a personnel file and a computerised personnel record should an offer of appointment be made. Further details about data protection will follow with any contract of employment.

Signature (please type name)	
Date	



### Part 3

This section will be separated from Part 1 and Part 2. 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 accessing and or scoring your application or during the interview process. This information is kept confidentially and access is strictly limited in accordance with the General Data Protection Regulations 2018 (GDPR).

White	WBRI	British English Welsh Northern Irish Scottish	
	WIRI	Irish	
	OOTH	Irish Traveller	
	OOTH	Gypsy	
	WOTH	Other White background	
Mixed	MWBC	White and Black Caribbean	
	MWBA	White and Black African	
	MWAS	White and Asian	
	MOTH	Other Mixed background	
Asian or Asian British	AIND	Indian	
	APKN	Pakistani	
	ABAN	Bangladeshi	
	CHNE	Chinese	
	AOTH	Other Asian background	
Black or Black British	BCRB	Caribbean	
	BAFR	African	
	BOTH	Other Black background	
Other ethnic group	OOTH	Arab	
		<i>Write in:</i>	
Prefer not to say	REFU		

## Disqualification Declaration Form

The Department for Education issued an update to its Statutory Guidance "Keeping Children Safe".  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/362919/Keeping\\_children\\_safe\\_in\\_education\\_childcare\\_disqualification\\_requirements\\_-\\_supplementary\\_advice.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/362919/Keeping_children_safe_in_education_childcare_disqualification_requirements_-_supplementary_advice.pdf)

This requires schools which provide care for pupils under the age of 8, to ensure that staff and volunteers working in these settings are not disqualified from doing so under the Childcare (Disqualification) Regulations 2009. <http://www.legislation.gov.uk/uksi/2009/1547/schedule/3/made>

A person may be disqualified through any of the three reasons:

1. having certain orders or other restrictions placed upon them
2. having committed certain offences
3. living in the same household as someone who is disqualified by virtue of 1 or 2 above (this is known as disqualification by association)

**You are required therefore to sign the declaration below confirming that you are not disqualified under those Regulations from working in this school.**

If you fail to complete and return the form, this will be regarded as a disciplinary matter for staff, which may result in dismissal and in the case of volunteers, will mean that you can no longer work at the school.

A disqualified person is not permitted to continue to work in a setting providing care for children under age 8, unless they apply for and are granted a waiver from OFSTED.

Reference: <http://www.ofsted.gov.uk/resources/applying-waive-disqualification-early-years-and-childcare-providers>.

<b>Name</b>		<b>Job Title</b>	
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Please circle one option for every question

<b>Section 1 – Orders or other restrictions</b>	
Have any orders or other determinations related to childcare been made in respect of you ?	YES / NO
Have any orders or other determinations related to childcare been made in respect of a child in your care?	YES / NO
Have any orders or other determinations been made which prevents you from being registered in relation to child care, children's homes or fostering?	YES / NO
Are there any other relevant orders, restrictions or prohibitions in respect of you as set out in the Schedule 1 of the Regulations? Available from the school office or at the link below: <a href="http://www.legislation.gov.uk/uksi/2009/1547/schedule/1/made">http://www.legislation.gov.uk/uksi/2009/1547/schedule/1/made</a>	YES / NO
Are you barred from working with Children (Disclosure and Barring)?	YES / NO
Are you prohibited from Teaching?	YES / NO

<b>Section 2 – Specified and Statutory Offences</b>	
Have you ever been cautioned*, reprimanded, given a warning for or convicted of: <i>(Only declare cautions received from 6 April 2007 onwards)</i>	
• Any offence against or involving a child? (A child is a person under the age of 18)?	YES / NO
• Any violent or sexual offence against an adult?	YES / NO
• Any offence under the Sexual Offences Act?	YES / NO

Any other relevant offence? Available from the school office or at the links below: <a href="http://www.legislation.gov.uk/ukxi/2009/1547/schedule/2/made">http://www.legislation.gov.uk/ukxi/2009/1547/schedule/2/made</a> <a href="http://www.legislation.gov.uk/ukxi/2009/1547/schedule/3/made">http://www.legislation.gov.uk/ukxi/2009/1547/schedule/3/made</a>		YES / NO	
Have you ever been cautioned, reprimanded, given a warning for or convicted of any similar offence in another country?		YES / NO	
<b>Section 3 – Provision of Information</b>			
If you have answered YES to any of the questions above you should provide details below in respect of yourself, or where relevant the member of your household. You may supply this information separately if you so wish, but you must do so without delay.			
Details of the order, restriction, conviction, caution etc.			
The date(s) of these			
The relevant court(s) or body(ies)			
You should also provide a copy of the relevant order, caution, conviction etc. In relation to cautions/convictions a DBS Certificate may be provided.			
<b>Section 5 – Declaration</b>			
In signing this form, I confirm that the information provided is true to the best of my knowledge and that I understand: <ul style="list-style-type: none"> <li>• my responsibilities to safeguard children.</li> <li>• that I <u>must notify</u> my Headteacher immediately of anything that affects my suitability including any cautions, warnings, convictions, orders or other determinations made in respect of me or a member of my household that would render me disqualified from working with children</li> </ul>			
Signed			
Print Name		Date	