

Support Staff Application Form: Part 1

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

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, withdrawal of any offer of employment, 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 in black ink or type. **CVs are not accepted.**

Please refer to our **Application Guidance** at the end of this document for further details on completing and returning your application. If you wish to include a letter to support your application, please do so.

Information for Shortlisting and Interviewing

Vacancy Job Title	
School Name	
Where did you first learn about this vacancy? (please give website name)	

Initials		Surname	
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1. Current/Most Recent Employment

Name, address and telephone number of employer	
Job title Please enclose a copy of the job description, if possible	
Date appointed to current post	
Current salary	
Date available to begin new job	

3. Secondary Education and Qualifications (e.g. GCSE)

Name of school/college	Dates		Examination passed (i.e. A-Level, GCSE)	
	From	To	Subject	Grade

4. Further or Higher Education

Please provide details of any recognised qualifications or courses attended which are relevant to the job application.

Name of FE college, university or awarding body	Dates		Full or part-time	Qualifications obtained (Subject and grade)	
	From	To		Subject	Grade

5. Other Relevant Experience, Interests and Skills

6. Referees

Please provide details of two people to whom reference may be made. The first referee should be your current, or most recent Headteacher (where relevant) or Line Manager. If you are currently not working with children, please provide a referee from your most recent employment involving children. Referees will be asked about all disciplinary offences which may include those where the penalty is "time expired" if related to children. Referees will also be asked whether you have been the subject of any child protection concerns, and if so, the outcome of any enquiry. **References will not be accepted from relatives or from people writing solely in the capacity of friends.**

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	
Address and postcode	
Telephone number	
Email address	
Job title	
Relationship to applicant	

I consent to this reference being requested before interview: YES NO

Second Referee Title and name	
Address and postcode	
Telephone number	
Email address	
Job title	
Relationship to applicant	

I consent to this reference being requested before interview: YES NO

7. Reference Declaration

In compliance 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 referee will ask the referee to confirm as a minimum:

- The referee's relationship with the candidate
- Details of the applicant's 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 where not relating 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 candidate's suitability to work with children. If so, the Trust will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children.

By signing the below, I consent to my named referees being contacted in accordance with the above.

Signature of Applicant:			
Print Name:		Date:	

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

Application Form: Part 2

Relevant responses may be verified prior to shortlisting and/or used for administration purposes but will not then be used for selection purposes.

8. Personal Information

Surname	
Previous surname(s)	
Forenames	
Title	
Current address	
Postcode	
Home telephone number	
Mobile telephone number	
National Insurance number	
Email address	
DfE/Teacher reference number	
Do you have a current full clean driving licence? <i>Only applicable for posts that require driving</i>	Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>
Do you require sponsorship (previously a work permit)?	Yes <input type="checkbox"/> No <input type="checkbox"/> If YES please provide details under separate cover.

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

It is the Trust’s policy to require all applicants for employment to disclose convictions or cautions (excluding youth cautions, reprimands or warnings) that are not ‘protected’ as defined by the [Ministry of Justice](#).

In addition, the job you are applying for is exempt from the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) 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 2020) and are not subject to disclosure to employers on DBS certificates and cannot be taken into account.

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.

In accordance with the provisions of the Childcare Act 2006 and the Childcare (Disqualification) Regulations 2009 and Childcare (Early Years Provisions 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 type of work you are applying for. However, offences relating to children may make you unsuitable since this is a 'regulated position' under the Criminal Justice and Courts Services Act 2000.

10. Data Protection – Data Protection Act 2018 and General Data Protection Regulation 2018 (GDPR)

In compliance 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 Privacy Notice (including our Data Retention statement) and our Data Protection Policy, which can be found on our website.

The person responsible for Data Protection at West Norfolk Academies Trust is the Head of Data Protection and you can contact them with any questions relating to our handling of your data. You can contact them by e-mail at DPO@westnorfolkacademiestrust.co.uk.

The information you have provided on this form will be retained in accordance with our Data Retention Policy.

To read about your individual rights and/or to complain about how we have collected and processed the information you have provided on this form you can contact our Data Protection Officer. If you are unhappy with how your query has been handled you can contact the Information Commissioners Office via their [website](#).

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.

11. 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 organisation 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.

12. Declaration

I certify that, to the best of my knowledge and belief, all particulars included in all parts of 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 and accept that the information I have provided may be used in accordance with paragraph 3 above, and in particular that checks may be carried out to verify the contents of my application form.

Signature of Applicant:			
Print Name:		Date:	

Application Form: 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 assessing 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 Regulation 2018 (GDPR), as outlined in section 10.

Equality and Diversity Monitoring

Vacancy Job Title	
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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 (Please write this in the box)	
Prefer not to say	

Disability	Please tick
Do you consider that you have a disability?	
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	

Application Guidance We regret we are not able to accept CVs by way of application.

School and Trust information

Please refer to the West Norfolk Academies Trust [website](#), as well as the school website, for useful information about the school you are applying to work at.

Application Form

Part 1 will be viewed and considered by the selection panel when short-listing, and throughout the process.

Part 2 will only be viewed and considered by the selection panel for short-listed candidates.

Part 3 is solely for monitoring purposes and will not be used in assessing or scoring your application, or during the interview process.

If using a Mac computer, please convert the document to Word, as we are unable to read .pages documents.

Please note that providing false information will result in the application being rejected, withdrawal of any offer of employment, summary dismissal if you are in post or possible referral to the police. Please note that checks may be carried out to verify the contents of your application form.

If you wish to include a letter to support your application, please do so.

If a vacancy has a closing date this will be clearly marked. Applications received after the closing date will not be considered.

Speculative enquiries

We would like to hear from you if you are interested in joining the West Norfolk Academies Trust and will retain speculative enquiries on file for six months. Vacancies will be advertised on our website and we will direct you to the application process if an opportunity arises.

Additional information at Interview

If you are invited to interview, you will be asked to provide additional information regarding your qualifications, eligibility to work in the UK and safeguarding.

Please send your completed Application Form or speculative enquiry to:

recruitment@westnorfolkacademiestrust.co.uk or post to: HR Department, West Norfolk Academies Trust, Springwood High School, Queensway, King's Lynn, Norfolk, PE30 4AW.

Any questions?

If you have any questions about the application process, or require the application form in an alternative format, please contact the HR team at recruitment@westnorfolkacademiestrust.co.uk or on 01553 773393 ext. 151/196