



Employment Application Form: Support

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.

Vacancy Job Title:	
School:	
Website advertisement seen on:	

Part 1: Information for Shortlisting and Interviewing

Initials: _____ Surname or Family Name: _____

1. Letter of Application

Please enclose a letter of application and return along with your application form.

2. Current/Most Recent Employment:

Name, and address of employer:	
Job title: Please enclose a copy of the job description, if possible	
Date appointed to this post:	
Current full-time salary:	
Date available to begin new job:	

3. Full Chronological History

Please provide a **full history** in date order, most recent first, since leaving secondary education, including periods of any post-secondary education/training, and part-time and voluntary work as well as full time employment, with start and end dates, explanations for periods not in employment or education/training, and reasons for leaving employment.

NOTE: Please ensure any gaps of more than one month are explained.

Job title or position	Name and address of school, other employer, or description of activity	Number on roll and type of school, if applicable	Full or part-time	Dates (DD/MM/YYYY)		Reason for leaving
				From	To	

Please enclose a continuation sheet if necessary.

4. Secondary Education and Qualifications

Name of school/college	From	To	Examination passed (i.e. A Level, GCSE), subject and grade

5. 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
	From	To		

6. Other Relevant Experience, Interests and Skills

7. Referees

Please provide details of two people to whom reference may be made. The first referee should normally be your present or most recent Headteacher or equivalent person. If you are not currently 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 post code:	
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 post code:	
Telephone number:	
Email address:	
Job title:	
Relationship to applicant:	

I consent to this reference being requested before interview.

Yes: ☐

No: ☐

8. 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 referees 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 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

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

Sign:	
Print:	
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.

9. Living or Working Abroad Declaration

Have you ever lived, studied or worked abroad?

Yes: ☐ No: ☐

If yes, please provide full details, including where and dates below.

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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.

10. Personal Information

Surname or family name:	
Previous Surname or aliases (if applicable):	
Forenames:	
Title:	
Current address:	
Postcode:	
Home telephone number:	
Mobile telephone number:	
Email address:	
DfE reference number:	
Do you have a current full clean driving licence? Only applicable for posts that require driving	Yes: ☐ No: ☐ N/A: ☐
Do you require sponsorship (previously a work permit)?	Yes: ☐ No: ☐ If YES please provide details under separate cover.

11. 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 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 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 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 & Courts Services Act 2000.

For more information and a copy of our Child Protection Policy please visit our Portico Academy Trust website/policies.

Are you subscribed to the Disclosure & Barring Update Service? Yes: ☐ No: ☐

12. 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 [Data Protection Policy on our website](#) and [our Personal Records Policy](#) upon request.

The person responsible for Data Protection in our organisation is [Mrs J. Jarvis](#) and you can contact them with any questions relating to our handling of your data. You can contact them by [email: financedirector@porticoacademytrust.co.uk](mailto:financedirector@porticoacademytrust.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.

13. 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.

14. Declaration

I certify that, to the best of my knowledge and belief, 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 and accept that the information I have provided may be used in accordance with paragraph 10 above, and in particular that checks may be carried out to verify the contents of my application form.

Signature of applicant:	
Print name:	
Date:	

Please email your completed form to: recruitment@porticoacademytrust.co.uk

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Part 3: Equality and Diversity Monitoring

Portico Academy Trust wants to meet the aims and commitments set out in our equality policy. This includes not discriminating under the Equality Act 2010. Please complete this form to help us understand the diversity of our workforce.

Completing this form is mandatory as information contained has to be submitted annually on our Workforce Census to the DfE, however, you can select the option 'prefer not to say'. The information provided will be kept confidential. The information is going to be used to help us understand the diversity of our organisation.

Age	Please tick
19 or under	☐
20 to 29	☐
30 to 39	☐
40 to 49	☐
50 to 59	☐
60 to 69	☐
70+	☐
Prefer not to say	☐

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

Sexual orientation	Please tick
Asexual	☐
Bi-sexual	☐
Gay	☐
Lesbian	☐
Pansexual	☐
Questioning	☐
Heterosexual	☐
Prefer to self-describe	
Prefer not to say	☐

Sex	Please tick
Female	☐
Male	☐
Prefer to self describe (Write in)	
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	☐

Gender reassignment (since sex recorded at birth)	Please tick
Yes	☐
No	☐
Prefer not to say	☐

Information in this form regarding disabilities for monitoring purposes only. If you believe you need a reasonable adjustment due to your disability, then please discuss this with your line manager or the HR Team.

Disability	Please tick
Do you have a disability, impairment or health condition which affects your day-to-day activities?	
Yes - Please complete the grid to the left	☐
No	☐
Prefer not to say	☐

My disability is:	Please tick
Physical Impairment	☐
Sensory Impairment	☐
Mental Health Condition	☐
Learning Disability/ Difficulty	☐
Long standing illness	☐
Other (Write in)	
Prefer not to say	☐

Ethnicity	This may be different to your nationality, place of birth or citizenship.	Please tick
White	English	☐
	Welsh	☐
	Scottish	☐
	Northern Irish	☐
	Irish	☐
	Traveller of Irish Heritage	☐
	Gypsy or Irish Traveller	☐
	Other European	☐
	Another White background	☐
Mixed or Multiple ethnic group	White and Black Caribbean	☐
	White and Black African	☐
	White and Asian	☐
	Any other Mixed or Multiple ethnic background	☐
Asian or Asian British	Asian British	☐
	Indian	☐
	Pakistani	☐
	Bangladeshi	☐
	Chinese	☐
	Any other Asian background	☐
Black, African, Caribbean or Black British	Caribbean	☐
	African	☐
	Black British	☐
	Any other Black, African or Caribbean background	☐
Other ethnic group	Arab	☐
	Chinese	☐
	REFU	☐
	Any other ethnic group	☐
Prefer not to say		☐

Print Name _____ Signed _____ Date _____