

## APPLICATION AND RECRUITMENT PROCESS EXPLANATORY NOTE

### Application Form

1. Applications will only be accepted from candidates **completing the enclosed Application Form in full**. CV's will not be accepted in substitution for completed Application Forms but may be included along with the application form.
2. Candidates should be aware that all posts in the school involve some degree of responsibility for safeguarding children, although the extent of that responsibility will vary according to the nature of the post. Please see job description for post.
3. Accordingly this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as 'spent' must be declared.
4. The successful applicant will be required to complete an Enhanced Disclosure and Barring Service (DBS) check.
5. We will seek references on long listed candidates and may approach previous employers for information to verify particular experience or qualifications, before interview. References will not be accepted from relatives or from people writing solely in the capacity of friends.
6. If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to young children or young persons (whether the disciplinary is current or time expired), and whether you have been the subject of any child protection allegations or concerns and if so the outcome of any enquiry or disciplinary procedure. If you are not currently working with children but have done so in the past, that previous employer will be asked about those issues. Where neither your current nor previous employment has involved working with children, your current employer will still be asked about your suitability to work with children, although s/he may (where appropriate) answer *not applicable*, if your duties have not brought you into contact with children or young persons.
7. You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected and possible referral to the police and/or the Independent Safeguarding Authority.

### Invitation to Interview

8. If you are invited to interview this will be conducted in person and the areas which it will explore will include suitability to work with children.
9. All candidates invited to interview must bring documents confirming any educational and professional qualifications that are necessary or relevant for the post (eg the original or certified copy of certificates, diplomas ect.) Where originals or certified copies are not available for the successful  
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candidate, written confirmation of the relevant qualifications must be obtained from the awarding body.

10. All candidates invited to interview must also bring with them:

- a. A current driving licence including a photograph and a valid passport.
- b. A utility bill or financial statement showing the candidates current name and address.
- c. Where appropriate any documentation evidencing a change of name.
- d. For overseas candidates (where appropriate) documentary evidence of the right to work.

**Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient**

### **Conditional Offer of Appointment: Pre – Appointment Checks**

11. Any offer to a successful candidate will be conditional upon:

- a. Receipt of at least two satisfactory references (if these have not already been received).
- b. Verification of of identity and qualifications.
- d. A satisfactory Enhanced DBS Disclosure.
- e. Verification of professional status such as GTC registration, QTS Status (where required), NPQH.
- f. For teaching posts only. Verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999).
- g. Where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as the school may require in accordance with statutory guidance.
- h. Verification of medical fitness in accordance with DfES Circular 4/99 Physical and Mental Fitness to Teach of Teachers and Entrants to Initial Teacher Training.
- i. Satisfactory completion of the probation period.

### **WARNING**

12. Where a candidate is:

- a. Found to be on DfES List 99 or the Protection of Children Act List, or the DBS Disclosure shows s/he has been disqualified from working with children by a court; or
- b. Found to have provided false information in, or in support of, his/her application; or

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c. The subject of serious expressions of concern as to his/her suitability to work with children. The facts will be reported to the Police and/or the Independent Safeguarding Authority.

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