

GUIDANCE NOTES

You are advised to read the following notes carefully as, unless other selection techniques are used, the decision to shortlist you for interview will be based solely on the information you provide in the Application Form. This advice is designed to help you complete the Application Form as thoroughly as possible.

When completed, read through your Application Form, checking for errors or gaps. Check the closing date and make sure your application is returned in plenty of time because late applications will only be considered in exceptional circumstances.

HOW WILL YOU KNOW WHAT WE ARE LOOKING FOR?

The job advertisement outlines the skills, experience and qualifications we are looking for. The job description and person specification are supplied with your Application Form, to show the main duties, responsibilities and personal attributes of the post and forms the basis against which you will be assessed.

DO YOU HAVE WHAT WE ARE LOOKING FOR?

From the information in the advertisement, job description and person specification work out if you have the skills, knowledge and experience we are seeking. If not, show how you have used them in the past. Do not forget that skills can be transferable. The tasks you perform may not be the same as those in the job you are applying for, but the skills you use to carry out those tasks may be the same.

Remember that the skills and experiences you have gained outside paid work, for example, from domestic responsibilities, unpaid or voluntary work or organising social or community activities can demonstrate skills you have taken for granted which could be a clear sign of your ability to do a job.

ASYLUM AND IMMIGRATION ACT 1996

The successful applicant will be required to provide one original document, which proves their entitlement to work in the UK, e.g. P45 or P60 before an offer of appointment is made. A full list of suitable documents for this purpose will be issued to every successful applicant.

DATA PROTECTION

Fir Vale School Academy Trust is collecting data in order to process your application under its Safer Recruitment and Selection Policy and will use it for any subsequent employment purposes.

On occasions, the Academy will have to contact third parties to verify information you have provided and other facts relating to you and your application, for example references.

The Academy needs to protect the public funds it handles so we may use the information you provide on your Application Form to prevent and detect fraud. We may also share this information, for the same purpose, with other organisations that handle public funds.

Should you be unsuccessful with your application the Academy will destroy your Application Form after six months of its submission.

RECRUITMENT MONITORING

Fir Vale School Academy Trust is committed to promoting equality, inclusiveness and social justice for all its citizens and staff. We will work positively to achieve this by challenging all forms of discrimination, exclusion and injustice.

We will endeavour to ensure that our workforce and our services reflect community diversity and needs.

To assist Fir Vale School Academy Trust to monitor and evaluate its effectiveness in relation to equal opportunities, and for no other reason, applicants are requested to complete and return the Recruitment Monitoring Form. The details supplied are held in confidence and are not used in any way in the recruitment and selection process.

SMOKING POLICY

The Academy operates a "No Smoking Policy" which effectively means that the whole school site and premises are a non-smoking environment.

THE APPLICATION FORM

1. Information

Information you provide in the Application Form will be treated as confidential and is used to shortlist candidates for interview.

2. Completion of the Form

The form should be filled in as completely and clearly as possible, in black ink or typed (where applicable). If you have a disability that prevents you from completing the Application Form, you may have someone complete it on your behalf. Braille or taped applications are welcome and the Application Form is also available on the internet. If you need to attach additional sheets to support your application or to provide additional information, please quote the serial number shown at the top right hand corner of the Application Form. Read each section of the Application Form carefully.

3. Fitness to fulfill the post

All appointments are subject to the successful completion of a medical screening process. Only candidates provisionally offered a post will be required to complete a pre-employment health questionnaire. This is sent to Occupational Health in a confidential envelope or by email from the candidate. A health problem does not preclude a person from full consideration for the job. Information relating to the health of an individual is sensitive personal data and is subject to strict controls under the Data Protection Act, 1998.

4. References

We need a reference from your present or most recent employer. If you have never been employed or have been out of paid work for a long time, you should give the name of a responsible person who knows you well but is not a relative. Referees will be sent a copy of the job description and person specification. References will be requested prior to the selection process.

5. Education and Training

The 'Qualifications' section gives you an opportunity to list any examinations or certificates you have gained or are currently taking. For some jobs, qualifications are essential, but not all jobs require formal qualifications – the advertisement, job description and person specification should tell you whether qualifications are required. Original certificates will be checked during the selection process.

6. Employment History

Please provide full details of your current (or last) employment and highlight any achievements in this post. Where the information relates to your previous employment, please provide your reasons for leaving. Please provide a continuous record of all experience, paid, or unpaid, including, for example, voluntary work, positions of responsibility or any other experience you consider relevant. If not full-time indicate the hours worked per week.

Please explain any break in your work experience.

Please do not attach a CV.

7. Information to Support your Application

This section is probably the most difficult part of the Application Form to complete, however, it is very important. This is where you match your skills, knowledge, experience and personal qualities to the job description, person specification and advert.

Ask yourself why you are interested in the position, for example would it be promotion or alternatively a good career move sideways to broaden your experience? Do not simply repeat your career history. Pick out skills, knowledge and experience required by the job description and person specification and provide evidence that you possess them.

Any supporting information (i.e. additional sheets) should contain your name.

8. Job Sharing

Fir Vale School Academy Trust supports job sharing as a means of creating job opportunities, offering more flexible working arrangements and as a means of retaining experienced and trained staff. Some jobs within the Academy are available for job sharing.

Applications from single job share applicants will be accepted and treated in the same way as full-time applicants.

If this post is full-time and it has been advertised as being suitable for job-sharing, please tell us whether you are applying for a full-time post, willing to job-share, or whether you would consider either:

Please ✓

Full Time

Job Share

Either

RECRUITMENT MONITORING FORM

Post Applied for:

**The details given on this form are for monitoring purposes and are confidential.
They will not be seen by the selection panel or considered in any way during the appointment process**

As an Equal Rights employer Fir Vale School Academy Trust seeks a workforce which reflects the community it serves and is committed to providing equality of access to employment and development opportunities for people from all parts of the community.

To ensure this policy is carried out effectively, we ask all applicants to provide the following information. Selection for appointment/promotion will be based only on merit and ability.

Gender: Please ✓

Date of Birth:

Female Male

Marital Status: Please ✓

Civil Partnership Divorced Married Separated Single Widowed

DISABILITY



The Disability Discrimination Act (1995) defines a disabled person as a person with 'a physical or mental impairment, which has a substantial and long term adverse effect on a person's ability to carry out normal day to day activities'. You no longer have to be registered disabled.

Do you consider yourself to be disabled? Please ✓

Yes

No

If Yes: -

What Adjustments do you consider may be necessary in the recruitment process to take account of your disability? Are there any arrangements we can make for you if you are invited for interview? Please specify, e.g. the provision of an accessible interview location or an interpreter, aids, adaptations or equipment.

Fir Vale School Academy Trust is committed to interviewing all disabled applicants who meet the essential criteria.

Where did you see this post advertised?

Academy Website Sheffield Council Website Radio

Local Press Citizen Other Publication

National/Professional Other Website please specify

RECRUITMENT MONITORING

All of the information provided below is kept confidential in line with the Data Protection Act and will only be used to compile statistics that we can then use to make continuous improvements to our recruitment and selection processes.

We ask for your help in providing this information to give us a clearer profile of our workforce and how it compares with the numbers of people in the district who are currently working or actively looking for work.

I would describe my Ethnic Origin as:

Choose one category then ✓ the appropriate box to indicate your cultural background

Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Any other Asian Background (Please specify) [Click or tap here to enter text.](#)

Black or Black African

- Caribbean
- African
- Any other Asian Background (Please specify) [Click or tap here to enter text.](#)

Chinese or Other Ethnic Groups

- Chinese
- Any other Asian Background (Please specify) [Click or tap here to enter text.](#)

Mixed

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other Mixed Background (Please specify) [Click or tap here to enter text.](#)

White

- British
- Irish
- Any other White Background (Please specify) [Click or tap here to enter text.](#)



**It is important that you refer to the guidance notes before you complete the Application Form.
Please use black ink or type**

APPLICATION FOR EMPLOYMENT

Post Applied for:

PERSONAL DETAILS

Surname/family name:

First name(s)/other names:

Previous surname(s):

How do you wish to be addressed in correspondence?

MR/MRS/MISS/MS or OTHER (Please state):

Address for correspondence:

Telephone number where you can be contacted:

Day:

Evening:

Mobile N°:

Postcode:

E-mail:

Do you have any relationships (personal/ business/financial) with a Governor or member of staff that may conflict with the duties of the post for which you are applying?

Please ✓ Yes No

If yes, please provide details:

This information is covered by the Data Protection Act (see Guidance Notes)

REFERENCES

Please give name, address, position and relationship of two referees. One of these should be your current or (if you are unemployed) most recent employer. If you have not previously been employed give the name of a responsible person who knows you well, but not a relative. **Referees will be contacted before interview.**

Name:
Address:

Postcode:

(please tick relevant box)

Personal: **Current:**

Telephone Number:

E-mail:

Name:
Address:

Postcode:

(please tick relevant box)

Personal: **Current:**

Telephone Number:

E-mail:

My National Insurance Number is:

For teaching posts only
Are you recognised by the DfE as a qualified teacher?
Please ✓ **Yes** **No**

DfEE Number:

DATA PROTECTION ACT

I give my consent for the personal data contained in this Application Form to be processed for the purposes set out in the Guidance Notes to this Application Form.

Signed:

Date:

CRIMINAL CONVICTIONS

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides 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 should be disclosed can be found on the Ministry of Justice website.

Please state if you have any spent or unspent convictions: Yes No

If you are invited for interview, a statement of these details should be sent under separate cover in an envelope marked 'Private and Confidential – For Addressee Only' in the top right hand corner and the words 'Conviction Information' marked below and marked for the attention of the Principal.

SIGNATURE:

I declare that the information I have given in this application is correct to the best of my knowledge. I understand that if I am appointed and it is later discovered that I withheld or falsified relevant information, that disciplinary action may be taken and I may be summarily dismissed.

Signed:

Date:

Shortlisting will take place within four weeks of the closing date. If you do not hear from us, please assume you have been unsuccessful.

EDUCATION AND TRAINING

Qualifications Obtained – Educational & Professional

Name of School/College/University	Subject	Qualification/Level	Grade Obtained	Date of Qualification

Training Courses Attended or Currently Being Taken
(include any relevant short-courses)

Title of Training Provider	Course/Qualifications	Duration

Membership of Professional Bodies
(relevant to the position you are applying for)

Name and Address of Professional Body	Grade of Membership	Membership Number

Please explain any break in your continuity of employment:

INFORMATION TO SUPPORT YOUR APPLICATION

Please refer to 'Guidance Notes on Filling in Application Form'

Please support your application by describing what particular experience, skills and abilities you can bring to this job, gained either through work, education, home or voluntary activities.

This is your opportunity to tell us about yourself and why you are applying for this post. Take care to explain what you have done in your present and previous jobs, or outside work and how it is relevant to this post.

(Please continue on a separate sheet as required)

If the job you are applying for involves driving, Do you hold a current driving licence?

Please ✓

Yes

No

Class:

e.g. full, provisional, HGV,etc.

Have you use of a vehicle?

Yes

No

If you are offered this job will you have any other paid work?

Please ✓

Yes

No

Are there any dates when you will not be available for interview, e.g. holidays –

Please state: