

Guidance Notes for Completing the Application Form for Vacancies at Kirkby Stephen Grammar School

Important Note:

These guidance notes are designed to assist applicants to complete the editable version of the job application form available from Kirkby Stephen Grammar School.

This application form should only be used for vacancies which are advertised by Kirkby Stephen Grammar School.

Please read the notes carefully before completing your Job Application Form and the Equality & Diversity Monitoring Form.

Equality and Diversity

Applications are welcome from all sectors of the community. No job applicant will be treated less favourably because of his or her sex, race, colour, ethnic origin, age, marital status, disability, religion or belief, sexual orientation, or by any other condition or requirement that cannot be shown to be justified.

In order to help us ensure that this policy is being carried out, please complete the information required on the Equality & Diversity Monitoring Form. **This form will be separated from the application form on receipt and used for monitoring purposes only. It will not form part of the interviewing and selection process.**

Any information provided on the Equality & Diversity Form is treated as 'sensitive' data. The monitoring of this data will enable the school to be aware of the make-up of its employees so it can then support, help and provide advice to employees where needed.

Data Protection

Once your application form has been received all details that you submit will be recorded for a maximum of 6 months and will then be confidentially disposed of. If you are successful in your application this information will be kept securely as part of your personal employment record.

Advice on completing the application form

Before completing the application form applicants are advised to read through the application pack, in particular the job profile, person specification and other information provided by the school.

All sections of the application form must be completed. **CVs are not accepted.**

Below is a step-by-step guide to help you complete your application form:

SECTION ONE

Applicants should ensure that the post for which they are applying is clearly stated at the top of the application form.

Asylum and Immigration Act 1996

All applicants are required to complete this section.

The Asylum and Immigration Act 1996 makes it a criminal offence for an employer to employ those who do not have permission to live or work in the United Kingdom. Applicants invited to interview will be required to provide documentary evidence of their right to live and work in the United Kingdom.

Rehabilitation of Offenders Act 1974

All applicants are required to complete this section.

Under the Rehabilitation of Offenders Act 1974 applicants who have a criminal record which is 'spent' may answer 'No' to this question. However, **posts requiring a DBS (Disclosure and Barring Service) check are exempt from this legislation** and applicants for such posts would be expected to provide details of **all** previous criminal convictions and cautions.

An enhanced disclosure is, for example, required for posts where the postholder is required to work with, or come into contact with, children and/or vulnerable adults e.g. any post working directly within a school environment.

All employees at Kirkby Stephen Grammar School are required to undertake an Enhanced Disclosure through the Disclosure and Barring Service.

References

When providing details of referees, applicants must provide two references. One reference should be from your current employer or, if unemployed, your last employer. Where possible, references should be from separate sources and not from the same organisation or employer. In the case of school leavers, the reference should be from your Head Teacher.

All referees should have known you for at least one year or more and must not be a spouse, partner, friend or relation or someone with whom you live.

The school will contact referees for verification. Please ensure that you have permission to provide their details on the application form.

Internal applicants who have been with the school for a year or longer need only provide one referee whom they have known for at least one year or more. This should not be your line manager where they are part of the interview panel for the post for which you are applying.

SECTION TWO

Secondary and Further Education

Applicants should complete this section to the best of their ability. In particular, applicants should ensure that all qualifications relevant to the post for which they are applying are included in the application form.

Applicants should also include examinations sat and where results are awaited.

Should the applicant be invited for interview, evidence of examination results and qualifications gained will be requested for presentation on the interview day.

Teaching Applications

Only applicants applying for teaching positions need complete this section.

Previous Employment

All applicants must complete the previous employment sections ensuring any gaps in employment are accounted for. Indication of time off for a career break, for caring responsibilities, for study or travel or absences from work due to a disability will not prejudice your application for employment with the school.

SECTION THREE

Additional Information

Applicants should provide supporting information in the additional information section of the application form.

The application form will be used initially for short-listing for interview and may be referred to during the selection process. It is important that you use the additional information section to clearly explain how your particular skills, qualifications and experience compare with those listed in the person specification. The recruitment panel will need to gain enough evidence about how you meet the requirements of the person specification to be able to shortlist you for interview.

Applicants are also encouraged to use this section to provide details of skills, qualifications and experience which have been gained outside of the workplace, for example voluntary work or spare time activities.

Declaration

Applicants must ensure they sign the declaration to certify that the information provided on the application form is correct. If you submit the application form electronically, you will be asked to sign the form at interview if you are short-listed. Please note that if you provide false information or deliberately omit any relevant details your application will be withdrawn from the recruitment process. All applications must be received by the published closing date.

Selection Procedure

Only applications received before the stated time on the specified closing date will be considered.

The Equality & Diversity Monitoring Form will be separated from the application form at this stage.

Shortlisting

Application forms will be passed to the interview panel for short-listing. Short-listing is a process whereby the information which you provide on your application form is marked against the defined criteria as detailed in the person specification. All applications should be short-listed by a minimum of two people. Only candidates who meet the essential criteria will be selected for interview. The interview panel will consider the overall quality of the applications and invite those applicants to interview who best meet the essential and desirable criteria.

Disabled Applicants

Where a disabled applicant meets the essential criteria for the post, he/she will automatically be invited for interview.

Interview Stage

Once the candidates have been invited for interview, the scores obtained at short-listing will not contribute to the interview process.

Candidates invited for interview will be informed in writing and will be asked to confirm their intentions to attend.

Where the candidate has indicated that references may be taken up before interview, reference requests will be sought in advance of the interview.

Candidates will be informed of any arrangements associated with the interview or selection process.

Candidates will normally be informed verbally of the outcome of the interview within one week.

Candidates who attended an interview and were subsequently unsuccessful will be informed verbally and offered the opportunity for feedback from the chair of the interview panel at a later date.

Pre-Employment Checks

Candidates are asked to bring original certificates of qualifications relating to the post to interview, together with identification that confirms they have the right to live and work in the United Kingdom. They are also expected at this stage to provide relevant identity documentation for the purpose of a DBS check in case they are successful.

All offers of employment are conditional upon receipt of satisfactory references, medical clearance, evidence of any essential qualifications and an enhanced Disclosure and Barring Service check.

Provisional Offer of Employment

All offers of employment will be confirmed in writing once the pre-employment checks have been obtained.

Complaints Procedure

If at any stage of the recruitment process you feel aggrieved that the process did not follow procedure and/or you were treated less favourably throughout the process, you should forward your comments in writing to:

Jo Tinsley
PA to SLT
Kirkby Stephen Grammar School
KIRKBY STEPHEN
Cumbria
CA17 4HA