

KESGRAVE HIGH SCHOOL

GUIDANCE NOTES TO ACCOMPANY FORM OF APPLICATION FOR A SCHOOL ASSOCIATE STAFF POST

1. COMPLETING THE APPLICATION FORM

- a) ALL SECTIONS OF THE APPLICATION FORM MUST BE COMPLETED. Please note that a separate curriculum vitae is not regarded as an adequate alternative to full completion of the application form and the provision of a relevant supporting letter.
- b) In addition to these guidance notes, please read carefully the notes you will find at the various sections on the application form.
- c) If you would like the application form in another format because you have a disability (e.g. Braille or electronically), please contact the school which sent you the application form.
- d) We will accept applications in other formats e.g. audiotape, if you have difficulty in completing the form because of a disability or learning difficulty.
- e) Read the job description, person specification and any other documentation you have been sent before completing the form. Tailor your responses to the post for which you are applying
- f) We will use the information you supply to assess how well you meet the selection criteria, as set down in the person specification. Make sure you include evidence relating to all the essential and desirable criteria that apply to you.
- g) Include experience and achievements from any sphere of your life. You could include evidence of knowledge and skills gained through voluntary work, involvement in community activities, managing a home and family, school/college and special interests as well as previous paid employment. Tell us about any unpaid work you do or any position of responsibility you hold, for example in a club or organisation.
- h) Complete all the sections where questions are asked. You may complete the form by hand (in black ink please to assist photocopying) or by typing your responses in. Include extra sheets if there is not enough room in the spaces provided and ensure that each additional sheet, including curriculum vitae, has your name and the post for which you are applying clearly marked at the top.

2. EQUAL OPPORTUNITIES

- a) Kesgrave High School values the diversity of the people in our workforce and through our Equal Opportunities Policy offer full equality of opportunity. We recognise that people can face disadvantage and discrimination in employment and are therefore committed to the development and implementation of policies to counteract inequality.
- b) Employees and prospective employees will not be unfairly discriminated against on grounds of disability, sex, gender reassignment, sexual orientation, race, religion or belief, age, marriage or civil partnership, pregnancy or maternity or trade union membership/non-membership. This list is not exhaustive and there are other forms of discrimination which will not be tolerated.
- c) Where an employee may be disadvantaged on these grounds, we will make every reasonable effort to rectify such disadvantage(s). Employment terms and conditions and decisions on recruitment, selection, training promotion and dismissal will be made solely on the basis of objective criteria.
- d) Our aim is for our workforce to reflect the diversity of the population in Suffolk and we will achieve this by taking positive steps. As a major and highly visible employer, we aim to set a positive example of good practice to other employers in the County.
- e) Job Sharing

It is the policy of Kesgrave High School to consider applications for job sharing for all full time posts unless this is not practicable in the circumstances that apply. You do not need a job share partner in order to apply to job share.

f) **Disability/Health**

Please tell us about any reasonable adjustments that would help you apply for this post. All employees are required to complete either a health/disability declaration and/or a medical questionnaire after a conditional offer of employment has been made. Depending on the nature of the work, some employees, especially those who handle food or who work with vulnerable groups such as children, may also be required to attend a medical examination.

Definition of disability

The Equality Act 2010, (as previously detailed in the Disability Discrimination Act 1995, as amended by the Disability Discrimination Act 2005), defines disability as follows:

A person has a disability if he/she has a physical or mental impairment which has a substantial and long term effect on his/her ability to carry out normal day to day activities.

This includes impairments, lasting or likely to last at least 12 months or likely to recur, to one of the following:

- Mobility
- Manual dexterity
- Physical co-ordination
- Continence
- Ability to carry, lift or otherwise move everyday objects
- Speech, hearing or sight (not where sight is corrected by wearing spectacles or contact lenses), memory or ability to concentrate, learn or understand
- Perception of risk or danger

The term impairment includes progressive and long term conditions such as diabetes, epilepsy and cancer.

The school will make reasonable adjustments to the recruitment and selection process and to the post for successful candidates where the need for these is made known by the applicant/employee.

3. **PRESENT POST**

a) **Status**

Applicants whose qualifications were obtained abroad must provide written evidence that their qualification is valid in England and Wales.

b) **Registration with the DfE**

From 1 September 2009 all Instructors who teach in a maintained school, non-maintained special school or pupil referral unit must be provisional registered with the DfE.

c) **Salary**

It is most important to include details of the composition of your present salary in Section 3.

4. **REFERENCES**

a) The first referee should be your present/most recent employer. This would normally be the Headteacher (if you are currently employed in a school) or your Line Manager.

b) The second referee should be a previous employer or another person who is familiar with your professional work.

c) Any reference relating to religious commitment which may be required in connection with an application for a post in a Voluntary Aided School must be provided in addition to the two professional references.

- d) The school reserves the right to approach any previous employer during the previous five year period for a reference and may specifically ask for details of any disciplinary/conduct records.

5. **HEALTH**

A Health Assessment Questionnaire will need to be completed after a conditional offer of employment has been made. This is completed on-line.

6. **CONVICTIONS**

Rehabilitation of Offenders Act, 1974 (Exceptions Order, 1975)

Please note that applicants for posts in schools are not entitled to withhold information about past convictions, "spent" or otherwise, under the terms of the above Act. The Act made a specific exception in respect of employees in schools or establishments for further education and any other employment which is carried out wholly or partly within the precincts of a school or further education establishment which involves access to persons under the age of 18 as part of the employee's normal duties.

You must disclose any past convictions, cautions or bind-overs at the time of your application. In the event of employment being offered and taken up, any failure to disclose such convictions is likely to result in disciplinary action by the Local Authority or school which may lead to dismissal.

Any information may be given on a separate sheet from your application form and will be kept completely confidential. It will be considered only in relation to an application for positions to which the Exception Order applies.

In addition school, on Home Office advice, will require the successful candidate to agree to an enhanced Disclosure and Barring Service (DBS) check for convictions which may or may not be relevant to the appointment. This is done on-line after appointment.

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