**APPLICATION FOR EMPLOYMENT**

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| **Please return this form to** [**FCCRecruitment@fromecollege.org**](mailto:FCCRecruitment@fromecollege.org)**.uk by the closing date stated in the advert. CVs are not accepted.** | |
| Application for the post of |  |
| Name of School |  |
| Closing Date |  |
| How did you hear about this job? |  |

**Part A: Personal Details (Block capitals please)**

|  |  |
| --- | --- |
| Family Name / Surname |  |
| Previous Name(s) |  |
| Forename(s) |  |
| Known Name:  (If different from Forename) |  |
| Preferred Title  (E.g., Mr, Mrs, Miss, Ms, Dr) |  |
| Current Address  (Please include Postcode) |  |
| National Insurance Number |  |
| Preferred Contact Telephone Number |  |
| Alternative Telephone Number  (If available) |  |
| Email Address  Please note that correspondence will be via email whenever possible |  |
| Date of Birth (See note\* below) |  |
| \*Date of birth must be disclosed if the post involves working with children. | |

**Part B: Entitlement to Work in the UK**

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| --- | --- |
| All shortlisted candidates will be asked at interview to provide documentary evidence of their right to work in the UK. Do you have any restrictions which apply to you? | Yes       No |
| If your answer is Yes, please provide details of any restrictions: | |
|  | |

**Part C: Present (or most recent) Employer**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Name and Address  of Employer |  | | Are you currently employed by an Agency? Yes No  If yes, please give the name of the Agency | |
| Job Title |  | | | |
| Start Date |  | Notice required or date left | |  |
| Salary |  | If part-time, please give hours per week | |  |
| Please give details of your main tasks and responsibilities – and, if applicable, your reason for leaving: | | | | |
|  | | | | |
| Please explain why you are applying for this post at this time: | | | | |
|  | | | | |

**Part D: Employment History (most recent first)**

|  |  |  |  |
| --- | --- | --- | --- |
| Please give as much relevant information as possible. For posts working with children, you must give your **full** employment history from when you left school/higher education and explain any gaps in your employment and include dates. Please include any time spent employed as a volunteer. | | | |
| Name & Address of Employer  (for previous roles in schools please provide type of school, size of school – NOR) | Dates From/To  (MM/YY) | Job Role  (for previous roles in schools please provide age range taught/ curriculum responsibilities/ subjects) | Final Salary and Reason for Leaving |
|  |  |  |  |

**Part E: Academic, Professional and Vocational Qualifications**

Proof of qualifications will be required at interview

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| --- | --- | --- | --- |
| Exams Passed (Level)  Qualifications & Memberships  (Most Recent First) | Grade and  Date  Achieved\* | Name of Educational Establishment and/or Professional or Awarding Body | |
|  |  |  | |
| **\* As posts working in schools or academies involve working with children/vulnerable adults, you must provide all dates** | | | |
| **Teacher Status: (to be completed by teachers only)** | | | |
| Do you hold qualified teacher status? | | | Yes       No |
| If you have answered yes, please provide TRN number | | |  |
| Have you completed an induction year as a Early Career Teacher (previously known as Newly Qualified Teacher? | | | Yes       No |

**Part F: Training/Continuing Professional Development**

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| --- | --- | --- |
| Please give details of training/development activities which you consider to be relevant to this post. | | |
| Training Course and Organiser or Development Activity | Time spent | Outcome - Grade Achieved  (Where applicable) |
|  |  |  |

**Part G: Personal Statement**

You may continue on a separate sheet if you need to.

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| **Key Competencies, Knowledge, and Skills**: Provide examples of how you have demonstrated the key competencies and the knowledge and skill requirements for this role. You may use experience gained from within and/or outside the workplace to provide these examples. |
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| **Personal Attributes:** Please describeways in which you have demonstrated the personal attributes required for this post. |
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**Part H: Supplementary Information**

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| --- | --- |
| **Personal Transport:** For posts which involve travel away from normal place of work: | |
| Are you willing and able to travel to meet the requirements of the post? | Yes       No |
| Please provide details of any current motoring convictions, disqualifications or penalty points, with dates and reasons and/or any difficulties you foresee concerning travel: | |
|  | |

**PART I: REFERENCES AND DECLARATIONS**

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| --- | --- | --- | --- | --- | --- |
| **References:** Please provide the names of two professional referees, both of whom can write with authority about your performance, abilities and competence in a work, voluntary or educational environment. The first reference must be your manager or a senior manager representing your current or most recent employer. If this post has not involved working with children or vulnerable adults but a previous post has, that previous employer must be given as your second referee. This applies even if you have done other work in between.  References will not be accepted from colleagues, relations or people who know you solely as a friend. If you do not wish your current employer to be contacted **prior** to interview please tick the box below, **unless** you are applying for a post working with children as below. Please note that if you are successful at interview and are conditionally offered and accept the post, we will commence pre-employment checks which will include contacting **ALL** referees.  **Please ensure you also complete the separate Reference Consent Form and return it with your application form.** | | | | | |
| **If you are applying for a Headteacher post.** For applicants currently in a substantive Headteacher post, your referees must be your current Chair of Governors and your Director of Children Services at your Local Authority or equivalent employing body. If you are not a current substantive Headteacher, your referees must be your current Headteacher or equivalent person and your current or most recent Local Authority or equivalent employing body.  Applicants applying for a post in a Catholic or C of E Voluntary Aided School are encouraged to also give the name of a clerical referee. | | | | | |
| \***For posts working with children all references will be requested before interview.**  **Name of first Referee** | |  | | | |
| Job Title of Referee | |  | | | |
| Name of organisation | |  | | | |
| Address (including Postcode) | |  | | | |
| Email address if available | |  | | | |
| Daytime telephone number | |  | | | |
| Relationship to you (e.g., supervisor, tutor) | |  | | | |
| Dates of your employment | | From:     /      To:      / | | | |
| **Name of second Referee** | |  | | | |
| Job Title of Referee | |  | | | |
| Name of organisation | |  | | | |
| Address (including Postcode) | |  | | | |
| Email address if available | |  | | | |
| Daytime telephone number | |  | | | |
| Relationship to you | |  | | | |
| Dates of your employment | | From:     /      To:      / | | | |
| **Name of clerical Referee (if applicable)** | |  | | | |
| Job Title of Referee | |  | | | |
| Name of organisation | |  | | | |
| Address (including Postcode) | |  | | | |
| Email address if available | |  | | | |
| Daytime telephone number | |  | | | |
| Relationship to you | |  | | | |
| Dates of your employment | | From:     /      To:      / | | | |
| **Declaration of Interest:** Every applicant applying for a position in Frome College who knows they are related to any to a member of staff, pupil or a governor/trustee must disclose the relationship in their application form. An applicant who fails to disclose this information will be disqualified for appointment to the position and if appointed, may be liable to dismissal.  If you do have a relationship with a governor, trustee or staff member, this does not necessarily prevent them from acting as a referee for you. | | | | | |
| Are you related to, or do you have any personal relationships with any of the following at Frome College?   * Governors/trustees * Staff * Pupils | | | | | Yes       No |
| Name: |  | | | | |
| Position: |  | | Relationship: |  | |

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| **Declaration** | | | |
| * I am willing for this data to be held and processed by Frome College and to be verified with relevant third parties. This may include previous employers. * The information on this form is accurate. I understand that providing false information is an offence and may lead to my application being disallowed or, should I be appointed, to my dismissal and, where appropriate, may be referred to the police. | | | |
| If you complete the form electronically and submit online or via email, please type in your name into the signature box to indicate that you have read and agree to the declaration. | | | |
| Signed |  | Date |  |

**Confidential**

**Equal Opportunities- Recruitment Monitoring**

**This form will be kept separate from your application form. It is not referred to during the selection process.**

Frome College values diversity and is committed to promoting equality of opportunity for our employees and job applicants.

We monitor our recruitment and selection practices to fulfil our statutory duty relevant to equality in employment and to ensure our practices are fair, equitable and consistent with the aim of appointing the best person for the job. Recruitment monitoring enables us to take active steps to promote better policy and organisational practice.

The information you supply on this questionnaire will be recorded confidentially on our HR Systems and held for a maximum of 12 months. During this time, it will be used solely for the purposes of monitoring the profile of our job applicants. Access to the data will be restricted to nominated staff.

If you are appointed, the data will also be used for our HR/Payroll records purposes, which includes another legal requirement, workforce monitoring. We aim to ensure all applicants and employees, regardless of circumstances or status, receive equal access to opportunity and fair treatment.

For these reasons it is important that you complete the recruitment monitoring questionnaire in addition to the application form. Once completed, the questionnaire should be returned with your application to the Recruitment Administrator, the address of which is detailed in the Recruitment Information Pack.

Thank you for completing this information.

**This information will be treated in the strictest confidence**

**EQUAL OPPORTUNITIES – RECRUITMENT MONITORING**

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Post Applied for** | | | | | **Reference No**: | | | | | | |
| **Name:** | | | | | **What is your date of birth?** | | | | | | |
| **Are you?**  Please tick **one** of the appropriate boxes against each the questions below | | | | | | | | | | | |
| **Gender**  1.  Female | | 2.  Male | | | 3.  Prefer not to say | | | | | | |
| **Sexual Orientation**  1.  Bisexual | | 2.  Gay /Lesbian | | | 3.  Heterosexual | | | | 4.  Prefer not to say | | |
| **Transgender**  1.  Yes | | 2.  No | | | 3.  Prefer not to say | | | | | | |
| **How would you describe your ethnic origin?** | | | | | | | | | | | |
| **a) White** | | Z.  English/Welsh/Scottish/North Irish/British | | | | | | K.  Gypsy or Irish Traveller | | | |
|  | | D.  Irish | | | | | | Q.  Any other White Background | | | |
| **b) Mixed/Multiple Ethnic** | | H.  White and Black Caribbean | | | | | | I.  White and Black African | | | |
|  | | J.  White and Asian | | | | | | S.  Any other mixed background | | | |
| **c) Asian or Asian British** | | E.  Indian | | | | X.  Pakistani | | | G.  Bangladeshi | | |
|  | | P.  Chinese | | | | | | Y.  Any other Asian background | | | |
| **d) Black/African /Caribbean/ Black British** | | T.  Caribbean | | | | V.  African | | | | R.  Any other black background | |
| **e) Other ethnic group** | | A.  Arab | | | | | | B. Any other group | | | |
| **f) Prefer not to say** | | | | | | | | | | | |
| **Do you consider yourself to have a disability or impairment?**  Under the Equalities Act 2010, a person with a disability is defined as having a physical or mental impairment which has a substantial, long term effect on their ability to carry out normal day to day activities.  Yes No Prefer not to say  If yes, please indicate the nature of your disability. | | | | | | | | | | | |
| Physical Impairment | | | Mental Impairment | | | | | Mobility Impairment | | | |
| Visual Impairment | | | Hearing Impairment | | | | | Learning Disability | | | |
| More than one Impairment | | | Other | | | | | Prefer not to say | | | |
| **Which Religious Group do you belong to?** | | | | | | | | | | | |
| 0  Buddhist | 1 Christian | | | 2 Hindu | | | 3 Jewish | | | | 4Muslim |
| 5 Sikh | 6  No Religion | | | 7 Any other religion | | | 8 Prefer not to say | | | |  |

**Thank you for completing this information**

**Please return the questionnaire with your application form.**