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**Letter from the Headteacher**

Dear Applicant,

Thank you for your interest in a job at Woodlands Primary School. Woodlands is a flourishing and happy school, situated in the West Side of Salisbury, in Bemerton Heath. Almost all our pupils come to us from the local area and live very close to the school. The school sits proudly at the heart of the community.

We currently have 205 pupils on roll, including 21 in our maintained Nursery. 55% of our pupils are eligible for Free School Meals and we actively strive to provide and promote a welcoming, nurturing and inclusive community. We prioritise equality of opportunity for all, which ensures we, ‘Inspire to Aspire.’ One of our fundamental duties, as I see it, is to help our children to believe that they can achieve and aspire to the fullest, deepest possibilities - in learning and in life. With this in mind, we place a great emphasis on providing our pupils with as many enriching and cultural experiences as possible during their time with us. We always look to our children’s futures, as well as to their here and now.

We pride ourselves on being an extremely inclusive school, something which was noted in our latest Ofsted inspection (May 2023). *‘****Woodlands is a highly inclusive school.*** *Pupils feel proud to attend. They enjoy school and talk enthusiastically about their learning. Pupils have warm relationships with adults.’* We have two passionate and committed SENDCos, one dedicated to EYFS and one to KS1 and KS2. This ensures we have high levels of support, provision and knowledge of SEND in place across the school, allowing all children to reach their full potential.

I am proud and to say that Woodlands is a genuinely happy place to work (don’t just take my word for it, come in and meet our staff team!). *Staff say there is a ‘family feel’ to the school and they ‘feel proud to work at Woodlands’* (Ofsted, May 2023). At Woodlands, staff feel valued and supported; teachers at Woodlands are given opportunities to develop, thrive and progress in their careers. In the past academic year, teachers have been promoted to leadership positions, shared best practice across the county and supported teacher development in other local schools.

I highly encourage visits to the school so you can meet our fantastic children and staff, seeing for yourself what a great opportunity it is to join our Woodlands community. Please do not hesitate to get in touch and discuss the role further with myself, or to arrange a visit\*.

I look forward to hearing from you.

Best wishes,

Matthew Kitley

Headteacher

\*Please contact the school office on 01722 335849 or email [finance@woodlands.wilts.sch.uk](mailto:finance@woodlands.wilts.sch.uk) to arrange a visit.

|  |  |
| --- | --- |
| **Applicant’s name** |  |
|  |  |
| **Title of post applied for** |  |
|  |  |
| **School/academy name and address** |  |
|  |  |
| **Job reference number** |  |
|  |  |
| **Applicant reference number**  (to be completed by school/academy administrator) |  |

**Before completing your application form**

The application form is an essential part of our selection process, and the information you give will assist in selecting a shortlist of candidates for interview. It is therefore important that you complete the application form in full. If you wish to complete it by hand, use black ink.

Completing your application form:

* **Read** through the information you have been sent and in particular, study the advertisement and job description.
* **Complete** all the sections as fully as possible. If any information requested is not applicable to you then state this in the relevant section. It is acceptable to provide additional relevant information in support of your application for various sections of this form,
* **Curriculum Vitae (CV) – We do not accept CVs as part of our selection process, therefore, please do not include it with your application.**

**Commitment to safeguarding of children and young people:**

The post for which you are applying gives substantial access to children. The school / academy is committed to safeguarding and promoting the welfare of children and young people and all staff working with children and young people are expected to share a commitment to this.

It is a criminal offence for any person who is barred from working with children to apply for a position at the school/academy. If you are shortlisted for interview, you will be asked to complete a criminal record self-declaration form before your interview takes place (see Section 11 for further information).

Employment is conditional upon the results of a number of satisfactory clearances including:

* An identity check.
* An enhanced Disclosure and Barring Service (DBS) check (with a children’s workforce barred list check for those working in regulated activity) which will indicate your suitability to work with children.
* For those employed to carry out teaching work a check with the Teaching Regulation Agency (TRA) Prohibition List to ensure you are not subject to a prohibition order issued by the Secretary of State or any sanction or restriction imposed (that remains current) by the GTCE before its abolition in March 2012.
* Where you have lived or worked overseas any further checks the school/academy considers appropriate so that relevant events that occurred outside the UK can be considered.
* Right to work in the UK check.
* A disqualification check under the Childcare Act 2006.
* Verification of professional and other qualifications.
* Professional references.
* Verification of fitness to work check.
* A prohibition from management check under Section 128 (academies only).
* An online search, undertaken at the shortlisting stage.

References will be sought prior to interview, and we will ask about your performance and conduct, including any disciplinary action taken and/or allegations/issues relating to children and young people in order that your suitability to work with children/young people can be assessed.

Successful applicants will be required, as part of their role, to attend regular safeguarding training and will be expected to report any concerns about the safeguarding of children and/or young people in accordance with the agreed school/academy’s procedures.

**How we use your information**

We will use the information you have provided on this form, and which we collect from other sources (such as from references and from the Disclosure and Barring Service) for the following purposes:

* To assess your suitability for the role for which you have applied.
* To assess your suitability to work with children and to enable us to comply with our legal obligations (including safeguarding and promoting the welfare of children and young people).

If your application is successful, the school/academy will retain the information provided on this form on your file. If your application is unsuccessful, all documentation relating to your application will normally be confidentially destroyed after six months.

All applications received are handled in accordance with the requirements of the GDPR and Data Protection Act 2018. Further information on how your data is used is provided in the Job applicant privacy notice which can be found on the school’s/academy’s website.

**SECTION 1: Personal Details**

|  |  |
| --- | --- |
| Forename/s: | Surname: |
| Preferred title (e.g. Mr, Mrs, Miss, Ms, Dr, etc): | Previous surname/s (if applicable): |
| Known as: |  |
| **Contact information:** |  |
| Email address: | Preferred telephone number: |
| Home telephone number: | Mobile telephone number: |
| **Address:** | |
| House name/number | Street name: |
| Town/city: | County: |
| Postcode: |  |
| **Term time address (if different to the above):** |  |
| House name/number | Street name: |
| Town/city: | County: |
| Postcode: |  |

**SECTION 2: For those employed to carry out teaching work**

|  |  |  |
| --- | --- | --- |
| Do you hold qualified teacher status (QTS)? | Yes | No |
| Was your QTS gained outside of the UK | Yes | No |
| Teacher reference number (TRN) |  | |

**Early Career Teachers**

|  |  |  |
| --- | --- | --- |
| Have you completed your induction? | Yes | No |
| If no, detail when it is expected to be completed: | | |

**SECTION 3: Education and qualifications**

Please give details for all public examinations passed, including GCSE (or equivalent), NVQ/GNVQ and 'A' Levels (or equivalent). For degrees, please specify class and division and whether honours. For professional teacher qualifications please state age-range/subject(s) trained to teach. Start with most recent. Continue on a separate sheet if required.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Name, type and awarding body** | **Dates** | | **Qualification** | **Main subjects** | **Grade/**  **class** |
| **From** | **To** |
|  |  |  |  |  |  |

**SECTION 4: Other awards, training and courses**

Starting with the most recent first, including evidence of continuing professional development, NPQH if applicable.

|  |  |  |  |
| --- | --- | --- | --- |
| **College, education centre or institution** | **Dates** | | **Award/awarding body/course title and qualification** |
| **From** | **To** |
|  |  |  |  |

**SECTION 5: Employment history**

Please provide details of your previous employment history (most recent employment first). We require details of your complete employment history since leaving education. Continue on a separate sheet if required. Any gaps in your employment/education must be accounted for under Section 6.

Current employer of if unemployed most recent employer:

|  |  |
| --- | --- |
| Name of Employer |  |
| Contact Name (For schools/academies please include name of Headteacher/Principal) |  |
| Address [include house number/name/town/city/postcode |  |
| Employer’s email address |  |
| Employer’s contact telephone number |  |
| Job Title |  |
| Salary |  |
| Main duties |  |
| Dates employed – (include start and end date of employment) |  |
| Reason for leaving |  |

Employment 2

|  |  |
| --- | --- |
| Name of Employer |  |
| Contact Name (For schools/academies please include name of Headteacher/Principal) |  |
| Address [include house number/name/town/city/postcode |  |
| Employer’s email address |  |
| Employer’s contact telephone number |  |
| Job Title |  |
| Salary |  |
| Main duties |  |
| Dates employed – (include start and end date of employment) |  |
| Reason for leaving |  |

Employment 3

|  |  |
| --- | --- |
| Name of Employer |  |
| Contact Name (For schools/academies please include name of Headteacher/Principal) |  |
| Address [include house number/name/town/city/postcode |  |
| Employer’s email address |  |
| Employer’s contact telephone number |  |
| Job Title |  |
| Salary |  |
| Main duties |  |
| Dates employed – (include start and end date of employment) |  |
| Reason for leaving |  |

**SECTION 6 Gaps in your education/employment history**

Any gaps in your education/employment history must be accounted for. Please provide details and dates in the box below: . Continue on a separate sheet if required.

|  |
| --- |
|  |

**SECTION 7 References**

* Please provide the name and contact details of at least two referees, one of which must be from your current or most recent employer.
* If you have worked/volunteered with children and/or young people include details of your referees to cover this time period.
* If you are in, or have just completed full time education, one referee should be from your school/college/university.
* A personal reference will **only** be sought where an employer’s reference is not available.
* Where the candidate is internal, a reference will be sought from their headteacher.

NB

* For current headteachers of maintained schools applying for a new headship post you will need to provide the name and contact details of your Local Authority Director of Education and Skills and your Chair of Governors. Both will then need to provide reference.
* For Headteachers and Heads of School in Academies applying for a new headship post you will need to provide the name and contact details of the CEO of your Trust.
* Teachers will need to provide the name and contact details of their Headteacher.

Neither referee should be a relative or someone known to you solely as a friend. The school / academy intends to take up references on all shortlisted candidates before interview.

The school / academy reserves the right to take up references from any previous employer. We will also seek details of any disciplinary procedures you may have been subject to involving issues relating to the safety and welfare of children or young people, including any in which the disciplinary sanction has expired.

If the school / academy receives a factual reference i.e. one which contains only limited information about you, additional references may be sought.

If you have previously lived or worked overseas the school / academy may take up references from your overseas employers.

All references will be sought electronically, and the school / academy may telephone your referees to verify the reference they have provided.

It is important that you make your referees aware of the possibility that they will be asked to supply a reference.

**It is essential that you provide full contact details for all your referees.**

**Referee 1 (Current or most recent employer – see guidance above)**

|  |  |
| --- | --- |
| Contact name |  |
| Position/Profession |  |
| Address |  |
| Telephone number(s) |  |
| Email address |  |
| Occupation |  |

Referee 2

|  |  |
| --- | --- |
| Contact name |  |
| Position/Profession |  |
| Address |  |
| Telephone number(s) |  |
| Email address |  |
| Occupation |  |

Referee 3

|  |  |
| --- | --- |
| Contact name |  |
| Position/Profession |  |
| Address |  |
| Telephone number(s) |  |
| Email address |  |
| Occupation |  |

Referee 4

|  |  |
| --- | --- |
| Contact name |  |
| Position/Profession |  |
| Address |  |
| Telephone number(s) |  |
| Email address |  |
| Occupation |  |

**SECTION 8 Supporting statement.**

Please give your reasons for applying for this post and say why you believe you are suitable for the position, including details of your knowledge/skills and experience within the area of safeguarding children and young people. Study the role description and describe any experience and skills you have gained in other jobs or similar environment which demonstrate your ability and aptitude to undertake the duties of the post. Continue on a separate sheet if necessary.

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**SECTION 9 Disabled applicants only**

Whilst you do not have to declare a disability here, our school / academy is committed to promoting employment opportunities for people with disabilities, who can face additional challenges to gaining employment. As part of this commitment, we offer an interview to any disabled person who declares a disability and meets the minimum criteria for the job. **It is important to note** that there may be rare occasions where it is not practicable or appropriate to interview all disabled people that meet the minimum criteria for the job. **For example,** in certain recruitment situations such as where there is a high number of applications, the school / academy may have to limit the overall numbers of interviews offered to both disabled people and non-disabled people. In these circumstances the school / academy may select the disabled candidates who **best** meet the minimum criteria for the job rather than **all** of those that meet the minimum criteria, as they would do for non-disabled applicants.

**Do you consider yourself to have a disability?** Yes No

(if you require further information on what is considered a disability please contact the school / academy)

**SECTION 10 Additional Information**

|  |  |  |
| --- | --- | --- |
|  | **Yes** | **No** |
| For posts where driving is an essential requirement:  Do you have a valid driver’s licence? |  |  |
| Are you currently volunteering in this or another school / academy? |  |  |
| Do you require an employment of children’s work permit?  (Children 16 or under need such a permit until the last Friday of June of their school year 11) |  |  |
| Are you related to or closely acquainted with a Governor/Trustee or employee of the school/academy?  If yes, please give name and position here:  **………………………………………………..** |  |  |

**SECTION 11 Rehabilitation of Offenders Act 1974**

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.

If you are shortlisted for the role applied for, you will be required to complete a criminal convictions self-declaration where you will be asked to provide details of all unspent convictions and those that would not be filtered. You will be asked to return the completed form to the school / academy prior to your interview. If your application is successful, this self-disclosure information will be checked against information from the Disclosure & Barring Service before your appointment is confirmed.

*Shortlisted candidates will be asked to provide the following information*.

1. Do you have any unspent conditional cautions or convictions under the Rehabilitation of Offenders Act 1974?
2. Do you have any adult cautions (simple or conditional) or spent convictions that are not protected as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020?

**SECTION 12 Declaration**

Please note:

Deliberate omission or falsification of information could lead to the disqualification of your application or later disciplinary action or dismissal, if appointed.

Canvassing of councillors/governors/trustees, directly or indirectly, will disqualify your application.

The appointment is subject to satisfactory clearances**.**

If your application is successful, some of the information will be used to compile your personal file. It may be used and shared with other designated bodies administering public funds, for the prevention and detection of fraud.

Following receipt of your application for this post consideration will be given to all applicants and shortlisted candidates will be contacted and invited to interview.

If you are not invited to interview you can assume that your application has been unsuccessful. We do not contact applicants to tell them they were unsuccessful.

Completion and submission of this form is taken as consent to process the information that you have provided.

* I confirm that the information I have given on this application form is true and correct to the best of my knowledge.
* I understand that providing false information is an offence which could result in my application being rejected or - if the false information comes to light after my appointment, I may be subject to disciplinary action which could lead to summary dismissal and that applying to a post working with children when I have been banned may amount to criminal offence.
* I consent to the school/academy processing the information on this form, including any ‘sensitive’ information, as may be necessary during the recruitment and selection process.
* I consent to the school/academy making direct contact with the people specified as my referees.

**Please sign and date here to confirm that the information given on this form is accurate.**

**Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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**Please return this completed form, alongside the equality and diversity monitoring form to finance@woodlands.wilts.sch.uk**