



Internal use only

Reference no:

Date received:

Employment Application Form: Support Staff

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

Please ensure that you complete **all** sections of Part 1 and Part 2 of the application. Please note that providing false information will result in the application being rejected, withdrawal of any offer of employment, summary dismissal if you are in post, and possible referral to the police. Please note that checks may be carried out to verify the contents of your application form.

Please complete the form in black ink or type. CVs are not accepted.

Vacancy Job Title & Name of School	
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Part 1: Information for Shortlisting and Interviewing

Initials: _____ Surname or Family Name: _____

1. Letter of Application

Please enclose a letter of application. Please refer to the applicant information pack which may include instructions on how to complete the letter of application.

2. Current/Most Recent Employment

Name, and address of employer:		
Job title: Please enclose a copy of the job description, if possible		
Employment dates (DD/MM/YYYY)	From:	
	To:	
Current salary:		
Reason for leaving:		
Date available to begin new job:		



3. Full Chronological History

Please provide a full history in date order, most recent first, since leaving secondary education, including periods of any post-secondary education/training, and part-time and voluntary work as well as full time employment, with start and end dates, explanations for periods not in employment or education/training, and reasons for leaving employment.

Job title or position	Name and address of school, other employer, or description of activity	Number on roll and type of school, if applicable	Full or part-time	Dates (DD/MM/YYYY)		Reason for leaving
				From	To	

Please enclose a continuation sheet if necessary.



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4. Secondary Education & Qualifications

Name of School/College	From	To	Examination passed (i.e. A Level, GCSE), subject and grade

5. Further or Higher Education

Please provide details of any recognised qualifications or courses attended which are relevant to the job application.

Name of FE college, university or awarding body	Dates		Full or part-time	Qualifications obtained
	From	To		



6. Other Relevant Experience, Interests and Skills



7. Microsoft Office Assessment

Please tick the relevant boxes below so we can gauge your level of competence with typical Microsoft Office features:

A = Proficient – could show others

B = Adequate level of knowledge

C = No/ limited knowledge, training required

Windows Explorer	☐ A	☐ B	☐ C	General Computer usage	☐ A	☐ B	☐ C
Word	☐ A	☐ B	☐ C	Excel	☐ A	☐ B	☐ C
PowerPoint	☐ A	☐ B	☐ C	MS Outlook	☐ A	☐ B	☐ C

Please give any further relevant information about how you have used IT and which computer software design packages/programmes you have used. (It is useful to include what you have used them for and how regularly) Please also give details of any relevant training courses that you have attended. (maximum 200 words)



8. Relevant Skills & Experience

A. Ability to communicate complex information both orally and in writing in a clear, concise, and articulate way

Please give us examples of your communication skills. Please also provide details of any previous roles where you had to use communication skills to influence a senior colleague (if relevant) (maximum 150 words)

B. Working with confidential information

Please refer to any previous roles where you had to work with confidential information. What are the main principles you consider when dealing with such information and what practical steps do you take to maintain confidentiality? (maximum 150 words)

C. Ability to monitor student progress (for teaching support roles)

Please refer to any previous roles where you had to work with student information and assessment data (if applicable). (maximum 150 words)



9. Additional information

This is your opportunity to tell us how your experience and abilities make you a suitable for this post. Please refer to the job description and the person specification and provide evidence for the relevant essential and desirable criteria. You can also use this space to provide any other information you wish us to consider, which has not already been covered elsewhere. This could include relevant experience and abilities gained during gaps in paid employment, for instance, through voluntary work and/or community activities.

You may continue a separate sheet if necessary (maximum 500 words)



10. Referees

Please provide details of two people to whom reference may be made. The first referee should normally be your present or most recent Headteacher/employer or equivalent person. If you are not currently working with children, please provide a referee from your most recent employment involving children. Character references or references from friends will not be accepted. Referees will be asked about all disciplinary offences which may include those where the penalty is “time expired” if related to children. Referees will also be asked whether you have been the subject of any child protection concerns, and if so, the outcome of any enquiry.

It is normal practice to take up references on shortlisted candidates prior to interview. This is in line with the most recent version of Keeping Children Safe in Education statutory guidance.

First Referee

Title and name:	
Address and post code:	
Telephone number:	
Email address:	
Job title:	
Relationship to applicant:	

I consent to this reference being requested before interview.

Yes: ☐ No: ☐

Second Referee

Title and name:	
Address and post code:	
Telephone number:	
Email address:	
Job title:	
Relationship to applicant:	

I consent to this reference being requested before interview.

Yes: ☐ No: ☐



11. Additional reference

In addition to employment references, our recruitment procedure requires that we contact additional references from any education establishments you have attended as a student in the last two years. Please provide details of the Headteacher/equivalent person.

Educational Referee

Title and name:	
Address and post code:	
Telephone number:	
Email address:	
Job title:	
Relationship to applicant:	

I consent to this reference being requested before interview.

Yes: ☐

No: ☐

Second Educational Referee (if more than one establishment attended within two years)

Title and name:	
Address and post code:	
Telephone number:	
Email address:	
Job title:	
Relationship to applicant:	

I consent to this reference being requested before interview.

Yes: ☐

NO ☐



12. Reference Declaration

In compliance with the General Data Protection Regulation (GDPR), we would like to ensure that you are aware of the data we will collect and process when requesting your references.

Reference requests sent to your referees will ask the referee to confirm as a minimum:

- The referee's relationship with the candidate
- Details of the applicant's current post and salary
- Performance history
- All formal time-limited capability warnings which have not passed the expiration date
- All formal time-limited disciplinary warnings where not relating to safeguarding concerns which have not passed the expiration date
- All disciplinary action where the penalty is "time expired" and relate to safeguarding concerns
- Details of any child protection concerns, and if so, the outcome of any enquiry
- Whether the referee has any reservations as to the candidate's suitability to work with children. If so, the school will ask for specific details of the concerns and the reasons why the referee believes the candidate may be unsuitable to work with children

By signing the below, I consent to my named referees being contacted in accordance with the above.

Sign:	
Print:	
Date:	

You have the right to withdraw your consent at any time and can do so by informing our organisation's Data Protection Officer that you wish to withdraw your consent.

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Part 2

Internal Ref. No. _____

This section will be separated from Part 1 on receipt. Relevant responses may be verified prior to shortlisting and/or used for administration purposes but will not then be used for selection purposes.

13. Personal Information

Surname or family name:	
Forenames:	
Title:	
Current address:	
Postcode:	
Home telephone number:	
Mobile telephone number:	
Email address:	
DfE reference number:	
Do you have a current full clean driving licence (only applicable for posts that require driving)?	Yes: ☐ No: ☐ N/A: ☐
Do you require sponsorship (previously a work permit)?	Yes: ☐ No: ☐ If YES please provide details under separate cover.
Are you related to or have a close personal relationship with any Pupil, Employee or Governor?	Yes: ☐ No: ☐ If YES please provide details under separate cover. This will not be opened unless you are invited to interview.
Where did you see this role advertised?	



14. Compulsory Declaration of any Convictions, Cautions or Reprimands, Warnings or Bind-overs

It is the school's policy to require all applicants for employment to disclose any previous 'unspent' criminal convictions and any cautions which have not expired, or any pending prosecutions. In addition, the job you are applying for is exempt from the provisions of the Rehabilitation of Offenders Act 1974 (exceptions order 1975) which requires you to disclose all spent convictions and cautions **except** those which are 'protected' under Police Act 1997 – Part V and the amendments to the Exceptions Order 1975 (2013) and are not subject to disclosure to employers on DBS certificates and cannot be taken into account. Guidance on the filtering of "protected" cautions and convictions which do not need to be disclosed by a job applicant can be found on the [Disclosure and Barring Service website](#).

If you are invited to interview you will be required to complete a "Disclosure of Criminal Record" form and bring the completed form to interview.

In accordance with the provisions of The Childcare Act 2006 and The Childcare (Disqualification) Regulations 2009 and Childcare (Early Years Provision Free of Charge) (Extended Entitlement) (Amendment) Regulations 2018, there is a requirement on some staff in educational settings to disclose relevant information. This requirement will apply to your application if the post you are applying for is in an Early Years setting with children (from birth until 1 September following a child's fifth birthday) or Later Years childcare (children above reception age but who have not attained the age of 8) in nursery, primary or secondary school settings, or if you are directly concerned with the management of such childcare.

It is the Trust's policy to undertake online searches on short-listed candidates, not including social media profiles. Where information of concern is found, it will be referred to the Trust HR Manager who will assess the findings against your application, guidance within Keeping Children Safe in Education statutory guidance for schools and colleges issued under Section 175 of the Education Act 2002, and Ministry of Justice filtering rules. If relevant information is found, the HR Manager will inform the interview panel for confidential discussion with the applicant.

The information you give will be treated as strictly confidential. Disclosure of a conviction, caution, bind-over order, warning or reprimand will not automatically disqualify you from consideration. Any offence will only be taken into consideration if it is one which would make you unsuitable for the type of work you are applying for. However, offences relating to children may make you unsuitable since this is a "regulated position" under the Criminal Justice & Courts Services Act 2000.

15. Data Protection – Data Protection Act 2018 and General Data Protection Regulation 2018 (GDPR)

In compliance with the Data Protection Act 2018 and GDPR, we would like to inform you of the purpose for which we are processing the data we have asked you to provide on this application form. Further information is available in our [Privacy Notice](#) and [Data Retention Policy](#) which can be found on our [website](#).

The person responsible for Data Protection in our organisation is **Paul Stratford** and you can contact him with any questions relating to our handling of your data. You can contact them via The ICT Service, Speke House, Compass Business Park, Stocks Bridge Way, St. Ives, Cambridgeshire, PE27 5JL. Telephone: 0300 300 0000. Email: dpo@cambridgeshire.gov.uk

The information you have provided on this form will be retained in accordance with our data retention policy.



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To read about your individual rights and/or to complain about how we have collected and processed the information you have provided on this form, you can contact our Data Protection Officer. If you are unhappy with how your query has been handled you can contact the Information Commissioners Office via [their website](#).

This form will be kept strictly confidential but may be photocopied and may be transmitted electronically for use by those entitled to see the information as part of the recruitment process.

16. Notes

- (a) Under the Criminal Justice & Courts Services Act 2000 it is an offence for an individual who has been disqualified from working with children to knowingly apply for, offer to do, accept, or do any work in a 'regulated position'. The position you are applying for is a "regulated position".
- (b) Canvassing, directly or indirectly, an employee or governor will disqualify the application.
- (c) Candidates recommended for appointment will be required to provide a satisfactory Enhanced DBS certificate and complete a pre-employment medical questionnaire and may be required to undergo a medical examination.
- (d) This organisation is under a duty to protect the public funds it administers, and to this end may use the information you may provide as part of the recruitment process for the prevention and detection of fraud. It may also share this information with statutory bodies responsible for auditing or administering public funds for these purposes.

17. Declaration

I certify that, to the best of my knowledge and belief, all particulars included in my application are correct. I understand and accept that providing false information will result in my application being rejected or withdrawal of any offer of employment, or summary dismissal if I am in post, and possible referral to the police. I understand and accept that the information I have provided may be used in accordance with paragraph 10 above, and in particular that checks may be carried out to verify the contents of my application form.

Signature of applicant:	
Print name:	
Date:	

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Part 3: Equality and Diversity Monitoring

This section will be separated from Part 1 and Part 2. Collection of equality information is solely for monitoring purposes to ensure that our policies and procedures are effective. We also collect this data in accordance with the general and specific public sector equality duties under the Equality Act 2010. Any data you enter onto this monitoring form will only be used for monitoring purposes and will not be used in assessing and or scoring your application or during the interview process. This information is kept confidentially, and access is strictly limited in accordance with the General Data Protection Regulation 2018 (GDPR), as outlined in section 10.

Ethnicity	Workforce census code		Please tick
White	WBRI	British English Welsh Northern Irish Scottish	
	WIRI	Irish	
	WIRT	Traveller of Irish Heritage	
	WROM	Gypsy / Roma	
	WOTH	Any other White background	
Mixed	MWBC	White and Black Caribbean	
	MWBA	White and Black African	
	MWAS	White and Asian	
	MOTH	Any other Mixed background	
Asian or Asian British	AIND	Indian	
	APKN	Pakistani	
	ABAN	Bangladeshi	
	CHNE	Chinese	
	AOTH	Any other Asian background	
Black or Black British	BCRB	Black – Caribbean	
	BAFR	Black – African	
	BOTH	Any other Black background	
Other ethnic group	ARAB	Arab	
	CHNE	Chinese	
	REFU	Refused/Prefer Not to Say	
	OOTH	Any other ethnic group	

Sexual orientation	Please tick
Bi-sexual	
Gay Man	
Gay Woman	
Heterosexual	
Other	
Prefer not to say	

Gender	Please tick
Female	
Male	
Transgender	
Prefer not to say	

Personal relationship	Please tick
Single	
Living together	
Married	
Civil Partnership	
Prefer not to say	

Religion or belief	Please tick
No religion	
Christian (including Church of England, Catholic, Protestant and all other Christian denominations)	
Buddhist	
Hindu	
Jewish	
Muslim	
Sikh	
Any other religion (Write in)	
Prefer not to say	

Disability	Please tick
Do you consider that you have a disability?	
Yes - Please complete the grid below	
No	
Prefer not to say	
My disability is:	
Physical Impairment	
Sensory Impairment	
Mental Health Condition	
Learning Disability/ Difficulty	
Long standing illness	
Other	
Prefer not to say	