



Safer Recruitment Application Form

Please ensure you complete all sections of this form and note C.V.s will not be accepted

Post applied for	Reference
-------------------------	------------------

Personal Details

Title :	Other:	Last Name
First Name	Known as	
Any former names		
Address		
		Postcode
Preferred telephone number		Email
How would you like us to contact you about your application?		Email <input type="checkbox"/> Post <input type="checkbox"/>

Working in the UK

Are you eligible to work in the UK/EEA?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Do you require a work permit to work in the UK?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
National Insurance Number	Date of birth	
ISA Registration Number:		

Employment History

Starting with your most recent job, paid and/or unpaid, please list employment providing all of the details requested. It is important that you include periods of unemployment; detailing which office you may have received benefits from, and if you have been self employed you will need to provide proof.

If you are short-listed we will obtain references, which may cover a full three-year history, they could include time spent in education. In addition to information on ability and performance we will be seeking information on recent sickness.

Name of Current/Last Employer

Address

Postcode

Employer's telephone number

Job Title

Salary

Date from

Leaving date or notice period

Reason for leaving

Brief description of responsibilities:

Employment history cont.

Previous Employment

Employer's/Organisation's Name

Salary

Address

Post code

Post held

Date from

to

Reason for leaving

Employer's/Organisation's Name

Salary

Address

Post code

Post held

Date from

to

Reason for leaving

Employer's/Organisation's Name

Salary

Address

Post code

Post held

Date from

to

Reason for leaving

Employer's/Organisation's Name	Salary
Address	Post code
Post held	Date from to
Reason for leaving	
Please provide details of any gaps of employment history – with dates	
Please tell us how many days you have been absent from work due to sickness in the last 2 years	
Total days	Number of occasions

Referees

Please give the details of two referees. One of these should be your Line manager with your present and/or last employer. Please see guidance notes for more information.

Referees name	Post held
Address	
Postcode	
Email address	Telephone number
Your relationship to the referee	
Referees name	Post held
Address	
Postcode	
Email address	Telephone number
Your relationship to the referee	

Previously employed by London Borough of Redbridge

If you have been previously employed by the London Borough of Redbridge, please complete this section

Post held	Date from to
Location	Line manager
Reason for leaving	

Qualifications and training

Secondary Education		
Name of school/college	Date from to	
Address		
Post code		
Qualifications and grades obtained		

Pease give details of any qualifications or training that you have received, which support your application. Include any on the job training as well as formal courses.

Name of College/University/Other	Date from	to
Address		
Post code		

Qualifications and grades obtained:

Name of College/University/Other	Date from	to
Address		
Post code		

Qualifications and grades obtained:

Professional Qualifications/Registrations (EG GSCC, DFES)

Please provide details of any professional qualifications & membership of professional institutes that you hold

Name of professional body
Membership grade and number
Date Obtained

Name of professional body
Membership grade and number
Date Obtained

Name of professional body
Membership grade and number
Date Obtained

Supporting Statement and Achievements

Please use this space to tell us how you meet each of the points on the person specification – you will find it useful to refer to the Guidance Notes to help you complete this part of the form. We need to have this information in order to consider your application. Please attach additional information if you require more space.

Disability

The Disability Discrimination Act protects people with disabilities from unlawful discrimination. To meet the Act's definition, a person must have a physical or mental impairment, which has substantial long-term effects on their ability to carry out normal day-to-day activities. If we know you have a disability we will make adjustments to the working arrangement and/or the working environment provided it is reasonable in the circumstances to do so.

Do you have a disability you wish us to know about at this stage?

Yes ☐ No ☐

Please let us know what access requirements you have:

Declaration

Are you related to, or have a close personal relationship with, any councillor, council employee or school governor for the school you are applying

Yes ☐ No ☐

If Yes, please state their name and the position they hold

Name	Position held
------	---------------

Name	Position held
------	---------------

Canvassing of employees or councillors directly or indirectly will disqualify candidates from appointment.

Some posts are also subject to political restrictions under the provisions of the Local Government and Housing Act 1989. If this post is subject to these conditions, further details will be made available to you.

The Council must protect the public funds that it handles and so may use the information you have supplied on this form to prevent and detect fraud. This may include matching the information on this form with other information the Council holds on you from other sources, including data held on computer records. The Council may also share this information, for the same purpose, with government agencies that monitor public funds.

I will declare to the London Borough of Redbridge, if appointed, my intention to continue work for another employer or on a self employed basis (under the Working Time Directive).

Data Protection

The Council intends to fulfil all its obligations under the Data Protection Act 1998 (the Act). The Council will ensure that all processing of data falling within the Act is appropriately notified to the Information Commissioner. Individuals whose information is held and processed by the Council can be assured the information will be maintained in confidence and treated with all due care. The Council tries to keep information held about you accurate and up-to-date. However, if you find any inaccuracies you have the right to have them corrected.

I understand that providing misleading or false information/qualifications will disqualify me from appointment or if appointed, may lead to disciplinary action and dismissal.

I authorise the London Borough of Redbridge to check the information supplied and hold all such information in both paper and electronic formats.

If you are successful in your application you will be asked to sign this declaration.

Signature Print Name

Date

Workforce Monitoring

London Borough of

Redbridge



Application Ref No. _____

In line with the Codes of Practice issued by the Equal Opportunities Commission and the Commission for Racial Equality and as required by the Audit Commission, Redbridge Council collects and maintains information on gender, ethnic origin and disabilities of its employees.

It will be appreciated if you will complete this section of the application form, which will be separated from the rest of the form before shortlist selection takes place.

You can be assured that this information will be treated in confidence and will not be available to shortlisting officers or interviewers.

1. Gender

Male ☐

Female ☐

2. What is your ethnic group?

Please choose one selection from A to E and then tick the appropriate box within your chosen section to indicate your cultural background.

A. White

☐ British

☐ Irish

☐ Any other White Background

B. Mixed

☐ White and Black Caribbean

☐ White and Black African

☐ White and Black Asian

☐ Any other Mixed Background

C. Asian or Asian British

☐ Indian

☐ Pakistani

☐ Bangladeshi

☐ Any other Asian Background

D. Black or Black British

☐ Caribbean

☐ African

☐ Any other black background

E. Chinese or other Ethnic Group

☐ Chinese

☐ Any other Background

3. Do you consider that you have a disability as defined by the Disability Discrimination Act 1995?

This means long term illness, health problem or disability that limits your daily activities or the work you can do. Yes ☐ No ☐

4. Date of Birth

Where did you see this post advertised? _____

Declaration of Offences

Before completing this form, please read the following notes carefully.

Exempt

Rehabilitation of Offenders Act 1974

This post is exempt from the above act, as the nature of the job falls within the type of work excluded from the Act by the 1975 and 2001 Exceptions Amendment. This means you must declare on this form all offences, convictions, cautions, bindovers or any court cases you may have pending. Convictions will not necessarily be a bar to employment with the council.

As this post involves working with or has access to children or vulnerable adults and/or their records, we will require an enhanced Disclosure from the Criminal Records Bureau for the successful candidate.

Have you ever been cautioned or convicted of a criminal offence? Yes ☐ No ☐

Have you ever been disqualified from working with children or vulnerable adults? Yes ☐ No ☐

Do you have any unspent criminal convictions or cautions? Yes ☐ No ☐

If you fail to disclose any criminal convictions or cautions, including those spent, it could result in withdrawal of the job offer, dismissal or disciplinary action by the Authority.

If you do not have any, please write none.

Details of offence(s)	Place and date of Judgement(s)	Sentences(s)

Possession of a conviction or caution will not necessarily mean that you won't be appointed, each case is considered on its merits. All information given will be treated in the strictest confidence and will be used for this job application only.

I certify that, to the best of my knowledge, the information on this form is true and accurate. I understand that if the information I have supplied is false or misleading in any way, it will automatically disqualify me from appointment or may after appointment lead to disciplinary action, which could lead to my dismissal without notice.

Name (Please print)



Guidance Notes

How to complete your application

Supporting statement and achievements

This section is your opportunity to tell us how you meet the criteria in the person specification. Take each relevant item and tell us about your skills, experience, knowledge and achievements.

Give examples of what you have done which prove your ability. If the person specification says, 'able to organise activities', you must do more than say, 'I am an organised person'. Give an example by describing something that you have done, which tells us about the skills you used and the steps that you took.

You can use examples from your home life, time spent in education, voluntary work or from your hobbies/interests if you do not have any formal experience.

Declaration of Criminal Offences

Please read this carefully before completion.

The Criminal Records Bureau (CRB), and Executive Agency of the Home Office, provides wider access to criminal record information through its Disclosure service. This service enables organisations in the public, private and voluntary sectors to make safer recruitment decisions by identifying candidates who may be unsuitable for certain work, especially that involving children and vulnerable adults. The CRB was established under part V of the Police Act 1997 and was launched in March 2002. You can get more information about CRB at www.crb.gov.uk.

Declaration

We do not exclude people who are related to, or have a close personal relationship with our councillors, employees or school governors. We will make sure that they do not take part in the selection for this post.

Please make sure you read and sign/positively tick the declaration.

Monitoring

This Authority has an Equal Opportunity in Employment policy, which we ensure that we monitor to ensure that our employees reflect the community we serve. The information provided will be treated in the strictest confidence, is never available to the recruiting manager and will only be used for monitoring purposes.

Checklist

Before you submit your application, please check that you have:	Tick Here
Read through the Job Description & Person Specification so that you know exactly what the job entails and the skills, knowledge, abilities and perhaps qualification required to do the job	<input type="checkbox"/>
Read through your application form and make sure that you have filled out all the parts that we have asked you to	<input type="checkbox"/>
Given clear, step-by-step examples of your skills, abilities, knowledge and experience	<input type="checkbox"/>
Attached additional information if you have run out of space	<input type="checkbox"/>
Kept a copy of your completed application form and Job Description and Person Specification	<input type="checkbox"/>
Made sure that your application form will be received by the closing date	<input type="checkbox"/>
<i>NB if you are sending your form in the post, please ensure that you attach the right amount of postage</i>	<input type="checkbox"/>

What happens next?

Your completed application form will be used to decide whether or not you are invited for an interview, or the next stage of the recruitment stage of the recruitment process. You will hear from us shortly after the closing date if your application is shortlisted

Please send your completed application form to

William Torbitt Primary School
Eastern Avenue
Newbury Park
Ilford
Essex
IG2 7SS

Headteacher: Mrs Patricia Hinds

The Council will

- Ensure your application is considered in line with legislation, the Council's recruitment and selection policy statement and other policies and good practice.
- Give you a telephone number of a person to contact should you have any queries or want further information, and a unique candidate number by which the progress of your application can be tracked.
- Take account of any specified needs of which you let us know.
- Process your application objectively, without bias and as quickly as possible.
- Contact you within four weeks of the closing date on the advertisement if you are to be invited for interview.
- Provide feedback from an interview if you request it.
- Let you know, if you are offered a post, what checks and clearances will be required before your appointment is confirmed.
- Investigate quickly and sensitively any complaints or concerns you may have about how your application was handled and inform you of the outcome.
- If you are disabled (as outlined in the DDA 1995, 2005) we will consider carefully and implement what reasonable adjustments you may require during the recruitment and selection process and on appointment.

