



Please complete ALL sections. Sections 1-6 of the application form will be used to shortlist candidates for interview.

<b>POST APPLIED FOR:</b>		<b>CLOSING DATE:</b>	
<b>1. PERSONAL DETAILS (PLEASE COMPLETE IN BLOCK LETTERS)</b>			
<b>TITLE BY WHICH YOU WISH TO BE REFERRED: (MR/MRS/MISS/MS/OTHER/NO TITLE)</b>		<b>LAST NAME:</b>	
<b>FIRST NAME(S):</b>			
<b>ADDRESS FOR CORRESPONDENCE:</b>		<b>POSTCODE:</b>	
<b>HOME TELEPHONE NO:</b>		<b>MOBILE NO:</b>	
<b>WORK TELEPHONE NO: EXTENSION (IF APPLICABLE):</b>			
<b>EMAIL ADDRESS:</b>			
<b>2. PRESENT OR LAST EMPLOYER</b>			
<b>NAME AND ADDRESS OF EMPLOYER:</b>		<b>NAME AND ADDRESS OF ESTABLISHMENT WHERE EMPLOYED (IF DIFFERENT):</b>	
<b>POSTCODE:</b>		<b>POSTCODE:</b>	
<b>NATURE OF BUSINESS:</b>		<b>JOB TITLE:</b>	
<b>PRESENT ANNUAL SALARY OR WEEKLY INCOME (GROSS):</b>			
<b>HOURS WORKED PER WEEK:</b>		<b>OTHER BENEFITS (IF APPLICABLE):</b>	
<b>DATE APPOINTED:</b>	/ /	<b>NOTICE REQUIRED OR LEAVING DATE IF ALREADY LEFT:</b>	
<b>REASON FOR LEAVING:</b>			
<b>BRIEF DESCRIPTION OF DUTIES:</b>			

### 3. PREVIOUS EMPLOYMENT

Start with the most recent first.

Include work/voluntary experience and also indicate any periods of unemployment/not in employment, with details (using the job title and dates section). Do not leave any unexplained gaps in your employment history.

(Please continue on separate sheet if necessary).

EMPLOYER NAME & ADDRESS	JOB TITLE	SALARY/INCOME	FULL OR PART-TIME (IF PART-TIME, GIVE HOURS)	DATES (MONTH/YEAR)		REASON FOR LEAVING
				From	To	
				/	/	
				/	/	
				/	/	
				/	/	
				/	/	
				/	/	
				/	/	

### 4. EDUCATION, TRAINING & QUALIFICATIONS

Please start with the most recent.

(Please continue on separate sheet if necessary).

SECONDARY SCHOOL/COLLEGE/UNIVERSITY	DATES (MONTH/YEAR)		QUALIFICATIONS GAINED (STATE THE LEVEL)	GRADE/CLASS OF DEGREE	DATE
	From	To			
	/	/			/
	/	/			/
	/	/			/
	/	/			/

### OTHER RELEVANT TRAINING COURSES ATTENDED (PLEASE CONTINUE ON SEPARATE SHEET IF NECESSARY)

Please start with the most recent.

(Please continue on separate sheet if necessary).

ORGANISING BODY	COURSE TITLE	LENGTH OF COURSE

<b>MEMBERSHIP OF PROFESSIONAL BODIES</b>		
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NAME OF BODY	TYPE OF MEMBERSHIP	DATE OBTAINED (MONTH/YEAR)
		/

<b>5. INFORMATION IN SUPPORT OF YOUR APPLICATION</b>
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Please give details of any relevant experience, skills or knowledge to support your application. Be concise but make sure that you cover ALL the essential points of the person/employee specification. You may also include a CV with this section.

**NOTE: Your response to this section is extremely important and will be the basis of the short-listing panel's decision to invite you for interview.**

<b>6. REFEREES</b>
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In accordance with our statutory obligations under Keeping Children Safe in Education we are required to obtain references. Please provide details of two referees below that we can contact for a reference. Friends and relatives are NOT acceptable referees.

One of the referees must be your present/or most recent employer and normally no offer of employment will be made without reference to him/her. If you have not previously been employed, then Headteachers, College Lecturers, or other persons who are able to comment authoritatively on your educational background and/or personal qualities, are acceptable as referees.

Please ensure the reference is from a relevant employer from the last time the applicant worked with children, if applicable.

The School reserves the right to approach any previous employer or manager.

Please sign the form found at appendix 1 to consent to us contacting your previous employer/s for a reference.

**Please note: If you are shortlisted and invited to an interview, referees will be contacted, and references obtained prior to interview in line with current statutory guidance.**

<b>NAME (REFeree 1):</b>		<b>NAME (REFeree 2):</b>	
<b>TITLE</b>		<b>TITLE</b>	
<b>ROLE:</b>		<b>ROLE:</b>	
<b>ORGANISATION (IF APPROPRIATE):</b>		<b>ORGANISATION (IF APPROPRIATE):</b>	
<b>ADDRESS:</b>		<b>ADDRESS:</b>	
<b>POSTCODE:</b>		<b>POSTCODE:</b>	
<b>TELEPHONE NO:</b>		<b>TELEPHONE NO:</b>	
<b>EMAIL ADDRESS:</b>		<b>EMAIL ADDRESS:</b>	
<b>HOW LONG KNOWN?</b>		<b>HOW LONG KNOWN?</b>	

<b>7. PROTECTION OF CHILDREN</b>
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The School is required under law and guidance to check the criminal background of all employees. Decisions to appoint will be subject to consideration of an enhanced disclosure, including a Barred List check, from the Disclosure and Barring Service. Because of the nature of the work for which you are applying, this post is exempt from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020).

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, which can be accessed here:**

<https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>

If shortlisted for an interview you will be required to disclose to us information about any:

- adult cautions (simple or conditional);
- unspent conditional cautions;
- unspent convictions in a Court of Law; and
- spent convictions that are not protected as defined by the [Rehabilitation of Offenders Act 1974 \(Exceptions\) Order 1975 \(Amendment\) \(England and Wales\) Order 2020](#)

so that a police check can be carried out if you are offered an appointment. This information can be disclosed either verbally at interview or by completing a relevant conviction form after interview if that is your preference.

If you are subsequently employed by the School and it is found that you failed to disclose any relevant previous convictions or cautions as defined above, this could result in dismissal, or disciplinary action being taken by the School. During the course of your employment with the School, should you be arrested by the police you are obliged to notify the Headteacher of this immediately (even if de-arrested or all charges dropped). Failure to do so could result in disciplinary action being taken which could result in dismissal. All information will be treated in confidence and will only be considered in relation to any application for posts for which the exemption order applies.

It is an offence for anyone to apply for a role if they are barred from engaging in regulated activity relevant to children.

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff and volunteers to share this commitment. Successful applicants will receive the Safeguarding Policy that outlines the duties and responsibilities of the employer and all employees.

## 8. GENERAL

**ARE YOU INTERESTED IN JOB SHARING?**

Yes  No

**PLEASE GIVE DETAILS OF ANY DATES WITHIN THE NEXT [2 MONTHS] WHEN YOU WILL NOT BE AVAILABLE FOR INTERVIEW. WE CANNOT GUARANTEE BEING ABLE TO OFFER YOU AN ALTERNATIVE DATE.**

**DO YOU HOLD A CURRENT FULL DRIVING LICENCE?**

Yes  No

**DO YOU HAVE REGULAR USE OF A VEHICLE?**

Yes  No

You are required to declare below any relationship with or to an employee of the School.

Please state name and position:

**HAVE YOU EVER BEEN THE SUBJECT OF FORMAL DISCIPLINARY PROCEEDINGS? IF YES, PLEASE GIVE DETAILS INCLUDING DATES BELOW.**

Yes  No

This information is required, including that related to warnings regarded as "spent" in order to ensure safe recruitment and meet our obligations to safeguard children. However, you should be aware that any disciplinary history declared will not automatically prevent or inhibit appointment and will depend on the dates and circumstances related to the disciplinary action, outcomes and the type of post being applied for. Note that you are also required to include information if you were subject to a disciplinary process but resigned before it was completed.

**10. HEALTH/MEDICAL DETAILS**

Successful applicants will be required to complete a confidential medical questionnaire and may be required to undergo a medical examination.

**11. DATA PROTECTION**

In completing this application form you should refer to the Recruitment Privacy Notice available on the school’s website. The personal information collected on this form will be processed to manage your application in accordance with the Recruitment Privacy Notice. If successful, your personal information will be retained whilst you are an employee and used for payroll, pension and employee administration in accordance with the Workforce Privacy Notice which is available on our website and will be issued on appointment. Information will not ordinarily be disclosed to anyone outside the School without first seeking your permission unless there is a statutory reason for doing so.

If you are not shortlisted or appointed, then your information will only be retained by us for 6 months from the shortlisting date, in accordance with the Recruitment Privacy Notice.

**12. DECLARATION**

I declare that, to the best of my knowledge and belief, the information given on ALL parts of this form is correct. I understand that should my application be successful and it is discovered subsequently that information has been falsified, then disciplinary action may be taken which may include dismissal from the post.

I confirm that I have a legal right to work in the UK and if this application is successful, I undertake to produce appropriate documentary evidence to prove this, prior to commencing work with the School.

I also confirm that I am not barred from engaging in regulated activity relevant to children.

<b>APPLICANT’S SIGNATURE:</b>	
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<b>DATE:</b>	/ /
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Please return your completed form by email, post or by hand by the closing date to the school's HR Manager.



## APPENDIX 1

I can confirm that I am happy for Isleworth & Syon School to contact my previous employer/s to obtain written references.

I understand that I can withdraw my consent at any time by contacting P George (HR Manager) on 020 8568 5791 or [pgeorge@isleworthsyon.org](mailto:pgeorge@isleworthsyon.org).

**NAME:**

**APPLICANT'S SIGNATURE:**

**JOB TITLE:**

**DATE:**

/ /

In accordance with our policy on equal opportunities in employment, Isleworth & Syon School will provide equal opportunities to any employee or job applicant and will not discriminate either directly or indirectly because of race, sex, sexual orientation, gender reassignment, religion or belief, marital or civil partnership status, age, disability, or pregnancy and maternity.

In order to assess how successful this policy is we have set up a system of monitoring all job applications. We also monitor equality data in relation to our employees. The completion of this form and questionnaire is entirely voluntary. However, it will assist the school in carrying out this monitoring. We would therefore be grateful if you would complete the questions on this form.

We have asked for your name to enable us to monitor applications at shortlisting and appointment stage. If you are appointed to a role in the school we will retain this information, again for monitoring purposes.

All information will be treated in confidence and will not be seen by staff directly involved in the appointment. The questionnaire will be detached from your application form, stored separately and used only to provide statistics for monitoring purposes.

Thank you, in advance, for your assistance.

Please complete ALL sections as requested.	
<b>PERSONAL DETAILS (PLEASE COMPLETE IN BLOCK LETTERS)</b>	
<b>POST APPLIED FOR:</b>	
<b>LAST NAME:</b>	
<b>FIRST NAME(S):</b>	
<b>1. ETHNICITY</b>	
<b>HOW WOULD YOU DESCRIBE YOURSELF? CHOOSE ONE SECTION FROM A TO E, AND THEN TICK THE APPROPRIATE BOX</b>	
<b>A. ASIAN OR ASIAN BRITISH</b>	<input type="checkbox"/> Bangladeshi <input type="checkbox"/> Indian <input type="checkbox"/> Pakistani <input type="checkbox"/> Any other Asian background, please write in box .....
<b>B. BLACK/AFRICAN/CARIBBEAN OR BLACK BRITISH</b>	<input type="checkbox"/> African <input type="checkbox"/> Caribbean <input type="checkbox"/> Any other Black background, please write in box .....
<b>C. MIXED/MULTIPLE ETHNIC GROUPS</b>	<input type="checkbox"/> White and Asian <input type="checkbox"/> White and Black African <input type="checkbox"/> White and Black Caribbean <input type="checkbox"/> Any other Mixed background, please write .....
<b>D. OTHER ETHNIC GROUP</b>	<input type="checkbox"/> Arab <input type="checkbox"/> Any other Ethnic Group, please write .....
<b>E. CHINESE AND OTHER ETHNIC GROUPS</b>	<input type="checkbox"/> Chinese <input type="checkbox"/> Any other, please write .....

<b>F. WHITE</b>	<input type="checkbox"/> British/ English/Northern Irish/Scottish/ Welsh <input type="checkbox"/> Gypsy or Irish Traveller <input type="checkbox"/> Irish <input type="checkbox"/> Any other White background, please write .....
<b>G.</b>	<input type="checkbox"/> Prefer not to say
<b>2. DISABILITY</b>	
<p>To make positive changes, the School wants to address the different barriers faced by disabled people. Isleworth &amp; Syon School is a registered Disability Confident Committed employer. Under this scheme, we guarantee an interview to anyone with a disability who meets the essential criteria for the job.</p> <p>What do we mean when we say disability?</p> <ul style="list-style-type: none"> <li>• Do you have a physical or mental impairment?</li> <li>• Is it long term?</li> <li>• Does this make it difficult for you to do the things that most people do on a fairly regular and frequent basis?</li> </ul>	
<b>DO YOU CONSIDER YOURSELF TO HAVE A DISABILITY OR A LONG-TERM HEALTH CONDITION?</b>	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>WHAT IS THE EFFECT OR IMPACT OF YOUR DISABILITY OR HEALTH CONDITION?</b>	
<input type="checkbox"/> Prefer not to say	
<p>If you would like to discuss your response, or you are unsure of the types of reasonable adjustment that might be possible, please contact the school's HR Manager to help and support you.</p>	
<b>3. GENDER</b>	
<b>WHICH OF THE FOLLOWING BEST DESCRIBES YOUR GENDER?</b>	<input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Prefer not to say <input type="checkbox"/> Own term: _____
<b>4. GENDER IDENTITY</b>	
<b>DO YOU IDENTIFY AS TRANSGENDER/TRANSSEXUAL?</b>	<input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Prefer not to say <input type="checkbox"/> Own term: _____
<b>5. SEXUAL ORIENTATION</b>	
<p>Monitoring sexual orientation in our staff and in our recruits is a significant step towards acknowledging gay, lesbian and bi-sexual staff within Isleworth &amp; Syon School.</p> <p>We seek to become an exemplar employer and make sure our processes and practices are fair to all staff. However, we recognise you may not wish to provide this information.</p>	
<b>WHICH OF THE FOLLOWING BEST DESCRIBES YOUR SEXUAL ORIENTATION?</b>	<input type="checkbox"/> Bi/bisexual <input type="checkbox"/> Gay / Lesbian <input type="checkbox"/> Heterosexual / Straight <input type="checkbox"/> Other _____ <input type="checkbox"/> Prefer not to say



<b>6. AGE MONITORING</b>	
<b>WHAT IS YOUR DATE OF BIRTH?</b>	/ /
<b>7. RELIGION AND BELIEF</b>	
<p><b>BELOW IS A LIST OF RELIGIONS THAT ARE THE MOST COMMONLY FOUND IN BRITAIN. THEY ARE LISTED IN ALPHABETICAL ORDER.</b></p> <p><b>PLEASE TICK THE BOX THAT BEST DESCRIBES YOU:</b></p>	<input type="checkbox"/> Buddhist <input type="checkbox"/> Christian (including Church of England, Catholic, Protestant and all other Christian denominations) <input type="checkbox"/> Hindu <input type="checkbox"/> Jewish <input type="checkbox"/> Muslim <input type="checkbox"/> Sikh <input type="checkbox"/> Other Religion or Belief (please state) ..... <input type="checkbox"/> No Religion <input type="checkbox"/> Prefer not to say
<b>8. LEGAL MARITAL OR SAME SEX STATUS?</b>	
<input type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Married, same-sex partner <input type="checkbox"/> Civil partnership <input type="checkbox"/> Other (please state) ..... <input type="checkbox"/> Prefer not to say	
<p>I hereby give my consent to Isleworth &amp; Syon School processing the special categories of data supplied in this form for the purposes of monitoring data and diversity statistics, recruitment and selection, and as set out in the Workforce Privacy Notice.</p>	
<b>APPLICANT'S SIGNATURE:</b>	
<b>DATE:</b>	/ /