



APPLICATION FOR EMPLOYMENT WITHIN SOMERSET COUNTY COUNCIL MAINTAINED SCHOOLS

CONFIDENTIAL

Before completing, please ensure you have read the guidance notes in the application pack or on our website. You may use additional sheets if you need to.

Please return this form to address given in Advertisement or Application Pack	
Application for the post of	
Service Area	
Job Reference Number	
Closing Date	
How did you hear about this job? (Name of publication if advertised)	

Part A: Personal Details (Block capitals please)

Family Name / Surname	
Previous Name(s)	
Forename(s)	
Known Name: (If different from Forename)	
Preferred Title (Eg. 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 need only be disclosed if the post involves working with children or vulnerable adults. Please see notes in "our recruitment process" for further information.

Part B: Present (or most recent) Employer

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

Part C: Employment History (most recent first)

Please give as much relevant information as possible. For posts working with children and vulnerable adults 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	Dates From/To (MM/YY)	Job Role	Final Salary and Reason for Leaving

Part D: Academic, Professional and Vocational Qualifications

Exams Passed (Level) Qualifications & Memberships (Most Recent First)	Grade and Date Achieved*	Name of Educational Establishment and/or Professional or Awarding Body

*For posts working with children/vulnerable adults you must provide all dates.

Part E: Training/Continuing Professional Development

Please give details of relevant training/development activities.		
Training Course and Organiser or Development Activity	Time spent	Outcome - Grade Achieved (Where applicable)

Part F: Personal Statement

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

Key Competencies, Knowledge and Skills: Referring to the person specification, 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. (We recommend that you use the different headings on the person specification as a starting point.)

Personal Attributes: Please describe ways in which you have demonstrated the personal attributes required for this post, as outlined in the person specification.

Part G: Supplementary Information

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 <input type="checkbox"/> No <input type="checkbox"/>
Please provide details of any current motoring convictions, disqualifications or penalty points, with dates and reasons and/or any difficulties you foresee concerning travel:	

Please only include the statement in relation to ‘Positive about Disability’ and the ‘Disability Confident’ logo in the application form, if the your school wishes to sign up to this initiative.

Positive About Disability: Whilst you do not have to declare a disability here, the school/academy is committed to promoting employment opportunities for people with disabilities, who can face additional challenges to gaining employment. As part of our ‘Disability Confident’ employer status, we offer a guaranteed interview to any disabled person who declares a disability and meets the essential criteria for the job.	
Do you consider yourself to have a disability?	Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, and you are offered an interview, would you welcome a pre-interview discussion to identify any particular needs you may have?	Yes <input type="checkbox"/> No <input type="checkbox"/>

Disclosure of Criminal Offences: The Rehabilitation of Offenders Act 1974 gives individuals the right not to disclose details of old offences which are seen as ‘spent’	
Please give details, including dates and places, of pending prosecutions and any convictions, cautions and bind-overs since the age of 17 years, that are not ‘spent’:	
If the information sent to you highlights that the post requires a Disclosure Certificate, the Rehabilitation of Offenders Act does not apply in this case. Therefore, please give details, including dates and places, of any otherwise ‘spent’ convictions, cautions and bind-overs. Please also detail if your name is on the Barred Lists maintained by the Disclosure and Barring Service of those disqualified from working with children or vulnerable adults or subject to sanctions imposed by a regulatory body such as the Health Care Professionals Council or by the Secretary of State for Education.	

PART H: REFERENCES AND DECLARATIONS

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. 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.

If you are applying for a post working with children or vulnerable adults
Your first referee must be a manager representing your current/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. ***For these posts, all references will be requested before interview.**

Name of first referee <input type="checkbox"/> Please see * above if the post involves working with children.	
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Job Title of Referee	
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Name of organisation	
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Address (Including Postcode)	
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Email address if available	
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Daytime telephone number	
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Relationship to you (eg supervisor, tutor)	
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Dates of your employment	From: / To: /
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Name of second referee	
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Job Title of Referee	
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Name of organisation	
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Address (Including Postcode)	
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Email address if available	
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Daytime telephone number	
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Relationship to you	
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Dates of your employment	From: / To: /
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Declaration of Interest: Please note that canvassing support of Members or Senior Officers of Somerset County Council can lead to disqualification of your application.

Do you have family or close relationships with any individuals involved in an aspect of the recruitment process or with any Elected Member or Senior Officer of Somerset County Council?
Yes No

If yes, give name:	
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Position:		Relationship:	
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DATA PROTECTION LEGISLATION

Data Controller: Somerset County Council

Data Protection Officer contact: informationgovernance@somerset.gov.uk

Purpose for processing: to run recruitment processes

Legal bases for processing: right to work, safer recruitment.

By law: Immigration, Asylum and Nationality Act 2006, Safeguarding Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012.

Data sharing: the personal data provided will be shared internally to Somerset County Council. This information may be disclosed to Government Departments where there is a legal obligation to do so.

Transfers abroad: Personal data in our e-recruitment system is kept within the EEA by Lumesse. If you become an employee, your personal data will be shared with Silkroad, who keep data outside of the EEA.

Data retention: If you become an employee the data will be kept for the duration of the employment plus 6 years. If you do not become an employee the data will be kept for 12 months, right to work information of unsuccessful candidates is destroyed after interview.

Your rights: You have the right to ask Somerset County Council to a copy of your data, the right to rectify or erase your personal data and the right to object to processing. However, these rights are only applicable if the Council has no other legal obligation concerning that data. You also have the right to complain to the regulator <https://ico.org.uk/>

Consequences: If you do not supply the information requested on this application form we will not be able to process your application.

For more information see <http://extranet.somerset.gov.uk/hr/employment-information/data-protection/>

Declaration

- I confirm that I am entitled to live and work in the United Kingdom.
- I am willing for this data to be held and processed by Somerset County Council 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.

Signed		Date	
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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.

Confidential

Equal Opportunities - Recruitment Monitoring

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

Somerset County Council 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 within the HR Service.

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 your co-operation.

EQUAL OPPORTUNITIES – RECRUITMENT MONITORING

This information will be treated in the strictest confidence

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. <input type="checkbox"/> Female		2. <input type="checkbox"/> Male		3. <input type="checkbox"/> Prefer not to say
Sexual Orientation				
1. <input type="checkbox"/> Bisexual		2. <input type="checkbox"/> Gay /Lesbian		3. <input type="checkbox"/> Heterosexual
4. <input type="checkbox"/> Prefer not to say				
Transgender				
1. <input type="checkbox"/> Yes		2. <input type="checkbox"/> No		3. <input type="checkbox"/> Prefer not to say
How would you describe your ethnic origin?				
a) White		Z. <input type="checkbox"/> English/Welsh/Scottish/North Irish/British		K. <input type="checkbox"/> Gypsy or Irish Traveller
		D. <input type="checkbox"/> Irish		Q. <input type="checkbox"/> Any other White Background
b) Mixed/Multiple Ethnic		H. <input type="checkbox"/> White and Black Caribbean		I. <input type="checkbox"/> White and Black African
		J. <input type="checkbox"/> White and Asian		S. <input type="checkbox"/> Any other mixed background
c) Asian or Asian British		E. <input type="checkbox"/> Indian		X. <input type="checkbox"/> Pakistani
		G. <input type="checkbox"/> Bangladeshi		Y. <input type="checkbox"/> Any other Asian background
P. <input type="checkbox"/> Chinese		V. <input type="checkbox"/> African		R. <input type="checkbox"/> Any other black background
		T. <input type="checkbox"/> Caribbean		R. <input type="checkbox"/> Any other black background
d) Black/African /Caribbean/ Black British		B. <input type="checkbox"/> Any other group		
e) Other ethnic group		A. <input type="checkbox"/> Arab		
f) Prefer not to say <input type="checkbox"/>				
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 <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say <input type="checkbox"/> If yes, please indicate the nature of your disability.				
<input type="checkbox"/> Physical Impairment		<input type="checkbox"/> Mental Impairment		<input type="checkbox"/> Mobility Impairment
<input type="checkbox"/> Visual Impairment		<input type="checkbox"/> Hearing Impairment		<input type="checkbox"/> Learning Disability
<input type="checkbox"/> More than one Impairment		<input type="checkbox"/> Other		<input type="checkbox"/> Prefer not to say
Which Religious Group do you belong to?				
0 <input type="checkbox"/> Buddhist		1 <input type="checkbox"/> Christian	2 <input type="checkbox"/> Hindu	3 <input type="checkbox"/> Jewish
4 <input type="checkbox"/> Muslim				
8 <input type="checkbox"/> Sikh		5 <input type="checkbox"/> No Religion	6 <input type="checkbox"/> Any other religion	7 <input type="checkbox"/> Prefer not to say

Are you currently employed by SCC?		
Yes	<input type="checkbox"/>	No <input type="checkbox"/>
If yes, please answer the questions below in respect of your main contract. If SCC does not currently employ you, there are no further questions for you to complete.		
Is your main contract?		
<input type="checkbox"/> Permanent	<input type="checkbox"/> Fixed Term	<input type="checkbox"/> Casual / Relief
Which Service Area do you currently work in?		
Is the position you are applying for a promotion / grade increase		
Yes	<input type="checkbox"/>	No <input type="checkbox"/>

**Thank you for your cooperation.
Please return the completed questionnaire with your application form.**