



Hillcrest School and Sixth Form Centre

Job Application Form – Teaching Posts

Hillcrest School is committed to safeguarding all children and as such any appointment will be subject to receiving an enhanced DBS check and satisfactory references. Please note that it is an offence to apply for this role if you are barred from engaging in regulated activity with children.

We are committed to creating a diverse workforce, we treat all applicants in a fair and equal manner to ensure that unlawful discrimination does not occur.

***Please refer to the attached Guidance Notes before completing this Application**

1. VACANCY DETAILS

Position Applied For:

School/Establishment:

Main Subject (where appropriate):

Subsidiary Subject:

Other Subject Interests, e.g. Sport, Music, Drama, Community Language. *(Please give details below.)*

2. PERSONAL DETAILS

First Name(s):

Last Name:

Any Previous Name/s:

Title e.g. (Mr,Mrs,Miss,Ms):

Date of birth:

Daytime Tel:

Evening Tel:

Mobile Tel No:

Email Address:

Address:

Postcode:

Do you have the right to work in the UK?..... Yes: No:

Teacher Reference Number:

National Insurance Number:

Do you require a work permit?..... Yes: No:

Do you have QTS, including skills test if qualified post 2004? Yes: No:

Are you related to an employee or Governor of Hillcrest School?..... Yes: No:

If yes, please provide details:

Name:

Relationship:

Position:

Do you wish to job share the position you are applying for?..... Yes: No:

3. RETIREMENT/DISMISSAL

Are you in receipt of a Teachers' Pension?..... Yes: No:

If yes, state date effective from and the type of pension you are receiving? *i.e. Actuarially Reduced Benefits, Age, Phased, Premature or Ill Health retirement:*

Have you ever been dismissed from employment for a reason other than redundancy? Yes: No:

If Yes, Please attach full details of the reason for the dismissal in a sealed envelope marked 'Private and Confidential' and return with you application.

(Please be assured that providing this information will not necessarily bar you from employment)

4. INDUCTION

Did you qualify as a teacher after May 1999? If yes, where was the induction served?:

Between what dates did you serve your induction?:

Did you pass the induction?..... Yes: No:

Do you have any period left to serve on your induction?..... Yes: No:

If yes, how much longer have you got to serve?:

If not complete, please attach copies of your induction reports for the period served.

5. EDUCATION DETAILS (FURTHER/HIGHER EDUCATION – MOST RECENT FIRST)

Date From: Date To:

Cert, Diploma, Degree, Higher Degree:

Subject:

Awarding Body:

Class/Div Obtained:

Date Gained/Expected:

Date From: Date To:

Cert, Diploma, Degree, Higher Degree:

Subject:

Awarding Body:

Class/Div Obtained:

Date Gained/Expected:

Date From: Date To:

Cert, Diploma, Degree, Higher Degree:

Subject:

Awarding Body:

Class/Div Obtained:

Date Gained/Expected:

6. EDUCATION DETAILS (SECONDARY – MOST RECENT FIRST)

Date From: **Date To:**

Name of School/College:

Subjects:

Type of Exam:

Awarding Body:

Grade:

Date Gained:

Date From: **Date To:**

Name of School/College:

Subjects:

Type of Exam:

Awarding Body:

Grade:

Date Gained:

From: **Date To:**

Name of School/College:

Subjects:

Type of Exam:

Awarding Body:

Grade:

Date Gained:

7. EXPERIENCE – PREVIOUS CAREER AND OTHER (MOST RECENT FIRST)

Please complete the following starting with your current employment and include all employment including non-teaching. Any employment with Teacher Supply Agencies must show the Agency as the employer and not the school where the work was carried out. Please also include any breaks in employment history together with the reason for the break. This information may form part of your salary assessment, so please complete the following accurately and include all experience since the age of 18, including any part time or voluntary work. Failure to provide the correct and accurate information may result in an incorrect salary assessment. If you have passed threshold you will need to supply a copy of your letter of confirmation with this form.

Date From: **Date To:**

Employers Name:

Employers Address:

Position Held:

Salary of current or most recent teaching position:

Full time: **Part time:**

Salary of current or most recent teaching position:

Prop. Of Hrs:

Responsibilities *(Please indicate type and size of school, subjects and ages taught):*

Reason for Leaving/Reason for break in employment:

Date From: **Date To:**

Employers Name:

Employers Address:

Position Held:

Salary of current or most recent teaching position:

Full time: Part time:

Salary of current or most recent teaching position:

Prop. Of Hrs:

Responsibilities *(Please indicate type and size of school, subjects and ages taught):*

Reason for Leaving/Reason for break in employment:

Date From: **Date To:**

Employers Name:

Employers Address:

Position Held:

Salary of current or most recent teaching position:

Full time: Part time:

Salary of current or most recent teaching position:

Prop. Of Hrs:

Responsibilities *(Please indicate type and size of school, subjects and ages taught):*

Reason for Leaving/Reason for break in employment:

Date From: **Date To:**

Employers Name:

Employers Address:

Position Held:

Salary of current or most recent teaching position:

Full time: Part time:

Salary of current or most recent teaching position:

Prop. Of Hrs:

Responsibilities *(Please indicate type and size of school, subjects and ages taught):*

Reason for Leaving/Reason for break in employment:

Date From: **Date To:**

Employers Name:

Employers Address:

Position Held:

Salary of current or most recent teaching position:

Full time: Part time:

Salary of current or most recent teaching position:

Prop. Of Hrs:

Responsibilities *(Please indicate type and size of school, subjects and ages taught):*

Reason for Leaving/Reason for break in employment:

8. IN SERVICE TRAINING/PROFESSIONAL DEVELOPMENT (MOST RECENT FIRST)

Date From: Date To:

Organising Body:

Course Title:

Length of Course:

Date From: Date To:

Organising Body:

Course Title:

Length of Course:

Date From: Date To:

Organising Body:

Course Title:

Length of Course:

9. ARRANGEMENTS FOR INTERVIEW

If you have disability, are there any arrangements which we can make for you if you are called for an interview and or/work based exercise? Yes: No:

If Yes, please specify, (e.g. ground floor venue, sign language, interpreter, audioloop, etc):

10. WRITTEN REFERENCES

Please give the name of two referees, one of whom should be your current or most recent employer. If this employment has been within a school, this would normally be your head teacher, unless in exceptional circumstances. If you are not currently working with children, but have previously done so, one referee must be the most recent employer who employed you to work with children. Written references will not be accepted from relatives or people writing solely in the capacity of friends:

Name:

Address: Postcode:

Telephone Number:

Email:

Fax Number:

Relationship to You:

Under Safeguarding Children and Safer Recruitment in Education, **written references are required prior to interview.**

Name:

Address: Postcode:

Telephone Number:

Email:

Fax Number:

Relationship to You:

Under Safeguarding Children and Safer Recruitment in Education, **written references are required prior to interview.**

11. OTHER RELEVANT INFORMATION IN SUPPORT OF YOUR APPLICATION

(No more than 3 sides of A4 paper)

12. CONSENT, DISCLOSURE AND CONFIRMATION

Consent

The information collected on this form and other information which constitutes your personnel record will be used in compliance with the Data Protection Act 2018. The information is being collected for the purpose of administering the employment and training of employees.

The information may be disclosed, as appropriate, within Hillcrest School, to Occupational Health and to other relevant public and statutory bodies. You should also note that because we have a duty to protect the public funds we handle, we might need to use the information you have provided on this form to prevent and detect fraud. We may also share this information for the same purposes with other organisations, which handle public funds.

I consent to my employer recording and processing the information detailed in this application form. I understand that this information may be used by my employer in pursuance of its business purposes and my consent is conditional upon my employer complying with their obligations under the Data Protection Act 2018.

Application forms of unsuccessful candidates will be destroyed after six months following an appointment to the job.

Disclosure

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.

Do you have any convictions or cautions (excluding youth cautions, reprimands or warnings) that are not 'protected' as defined by the [Ministry of Justice](#)?

If you do have any convictions or cautions; you must check the [filtering rules](#) to determine if you should declare them or if they are now 'protected' and no longer require disclosure.

Failure to disclose any previous convictions or cautions that are not protected could result in dismissal should it be subsequently discovered.

Having a criminal conviction will not necessarily bar you from employment.

If you are short-listed for this position you will be required to disclose this information on a self-declaration form.

Confirmation

I hereby certify that all the information given on this form is correct and that all questions related to me have been accurately and fully answered, and that I am in possession of the certificates I claim to hold. I understand that should the information given in this application be incorrect it may result in my application being rejected, or if selected for the position, summary dismissal, and possible referral to the police.

If you are making your application in Braille or on audio tape you must declare that you have read and understood this section and that the information you have given is true and correct at the time of completion. You may also be required to sign a declaration to this effect at a later date.

Signature:

Date:

Print Name:

13. RETURN ADDRESS

Please return to: Private & Confidential, Ms Julie Ann Davies, Headteacher, Hillcrest School and Sixth Form Centre, Stonehouse Lane, Birmingham, B32 3AE

Tel: 0121 464 3172 email: recruitment@hillcrest.bham.sch.uk website: www.hillcrest.bham.sch.uk

**Application forms not fully completed may be refused.
Please ensure you signed your form before posting**

RECRUITMENT MONITORING

Name:

Job title:

GENDER

I am: Female Male

Date of Birth: Age:

To help us monitor our Equal Opportunities in Employment Policy please tick or complete the following boxes as appropriate:

ETHNIC ORIGIN

Choose one section from (A) to (E) then tick the appropriate box to indicate your cultural background. These are based on the 2001 Census with additional categories included.

A White

British Albanian/Kosovan Roma Irish Bosnian

Any other White background, please write in below:

B Mixed

White and Black – Caribbean White and Asian White and Black – African Asian and Black

Any other Mixed background please write in below:

C Asian or Asian British

Indian Kashmiri Pakistani Bangladeshi

Any other Asian background, please write in below:

D Black or Black British

Caribbean African

Any other Black background, please write in below:

E Chinese or other ethnic group

Chinese Arab Afghan Kurdish Vietnamese

Any other please write in below:

DISABILITY

The Disability Discrimination Act 1995 defines a person as having a disability if he/she has a physical or mental impairment which has a substantial and long term adverse effect on his/her ability to carry out normal day to day activities.

Do you have a disability as defined above? Yes: No:

If all of the above does not apply to you, however, you consider yourself to have a disability, please tick here.

EMPLOYMENT STATUS

Are you currently employed? Yes: No:

If yes, please state if you are employed on a temporary, casual or permanent basis:

Are you currently unemployed? Yes: No:

JOB ADVERTISEMENT

How did you first find out about this job? Please specify the source or publication.

Jobs4U jobs bulletin Hillcrest School Website Times Educational Supplement

Birmingham Evening Mail Other (please specify):

The Application Form – Guidance

Completing the application form is the first step in the recruitment process which may lead to an interview and the possible offer of a job. It is therefore most important that you complete ALL sections of the application form which are relevant to you as clearly and fully as possible.

Please **do not** include a Curriculum Vitae with your application, but try to include all relevant information on the form itself, using additional sheets if necessary.

The following notes will explain the application form and give some useful advice on how to complete it. Please use BLACK ink or type since it will be necessary to photocopy your form.

Section 1: Vacancy Details

This section may have already been completed, but please check that all the details are complete and correct. If they are not completed please refer to the job advertisement to fill in this section.

Section 2: Personal Details

Please enter your personal details fully and clearly so that we may contact you about your application.

If you do not have a National Insurance Number, please leave this blank.

Please provide eligibility of your Right to Work in the UK. Please note: at interview stage, original identification documents verifying your right to work in the UK will be requested, checked and a photocopy will be taken. If your application is successful and you commence employment the copy of your identification documents will be retained on file under the regulations governed by the Immigration, Asylum and Nationality Act.

If you are a newly qualified teacher we recognise that you may not have received your teacher reference number yet.

If you are related to an employee of Hillcrest School we ask you to tell us so that we can make sure all applicants are treated fairly. Please note canvassing any employee of Hillcrest School or Governor of the school (i.e. seeking to gain an unfair advantage through personal contacts) will disqualify your application.

Section 3: Retirement/Dismissal

You need to advise us if you have previously left teaching and are in receipt of pension benefits. Under certain circumstances, you may be able to re-enter the Teachers' Pension Scheme.

Section 4: Induction

If you are a Newly Qualified Teacher and you have served a period of induction you need to confirm where the induction was served and when. If you have not completed the full period of induction, you are asked to provide copies of your induction report(s) for the period of induction served and these should be enclosed with your application.

Sections 5 & 6: Education Details (Secondary/Further Education)

We are interested in ANY form of education you are involved with or have followed, including any courses which did not lead to an examination or qualification.

Successful candidates will be required to provide proof of their qualifications.

Section 7: Experience – previous career and other

Please give full details of all employment and other experience since leaving school, including any breaks or unpaid activities such as voluntary work, child rearing, travel abroad etc. We are interested in all present or past employment you consider relevant to your application. If you have recently left school or college or a training programme and have not yet had a full time or permanent job, please give details of any other employment that you may have had such as work experience gained on Training Schemes, part time, holiday work or voluntary activities. Please include your current job title and, where applicable, the school and Local Authority.

If you have passed through the threshold and you are successful in your application you will be required to produce a copy of your letter of confirmation. This will assist in ensuring you receive the correct salary.

Section 8: In Service Training/Professional Development

Please include any training you have undertaken which you feel is relevant to the job you are applying for. We do of course recognise that not everybody has had access to training opportunities.

Section 9: Arrangements for Interview

If you have a disability, please complete this section so that we can make suitable arrangements, for instance, wheelchair access, sign interpreter if you are called for an interview. This information will not be used in deciding your suitability for the job.

Section 10: References

Please give the names and addresses (including postcodes) of two referees. If you have been or are employed, the first referee should be your present or most recent employer. If you have been unemployed for some time, you should instead, name somebody who knows you well. Students should give a College Principal as their first referee and their second referee should be a representative from their teaching practice.

“Position/Job Title” (if appropriate) refers to the referee, e.g. Manager, Senior Lecturer, Headteacher.

If you have changed your name, e.g. by marriage or deed poll or are known by a nickname, please indicate the name that your referee(s) know(s) you by.

Section 11: Other Information in Support of Your Application

Pick out those aspects of your experience or skills that are RELEVANT to this post. Explain how your experience, abilities, skills and knowledge match those required for the vacancy, where set out in the **person specification** (where provided). Remember to consider experience in previous employment and relevant experience from voluntary/leisure/college activities. Other information should include important issues particularly related to the school, e.g. the curriculum on offer, the ethos of the school etc.

Section 12: Consent, disclosure and confirmation

When completed, read through your application form carefully, checking for errors and omissions. Ensure that you have signed and dated the relevant areas of your application form to confirm that your details are correct and complete. Providing false information is an offence and could result in the application being rejected, or summary dismissal if appointed, and possible referral to the police.

Rehabilitation of Offenders Act 1974 (exceptions) Order 1975

IMPORTANT NOTE FOR ALL PERSONS APPLYING FOR POSITIONS IN SCHOOLS AND COLLEGES, AND OTHERS WHO WILL WORK WITH YOUNG PERSONS UNDER AGE 18

Amendments to the Exceptions Order 1975 (2013 and 2020) provide that certain spent convictions and cautions are ‘protected’ and are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of cautions and convictions can be found at the Disclosure and Barring Service Website – www.gov.uk

If you do have any convictions or cautions you must check the filtering rules to determine if you should declare them or if they are now ‘protected’ and no longer require disclosure.

If you are short-listed for this position you will be required to disclose this information on a self-declaration form.

Please be aware, if shortlisted, an online search on you will be carried out to help identify any incidents or issues that have happened, and are publicly available online, which the school might want to explore with the you at interview.

Failure to disclose any previous convictions or cautions that are not protected could result in dismissal should it be subsequently discovered. Any information given, either when returning the self-declaration form or at interview, will be entirely confidential and will be considered only in relation to this application.

A copy of the DBS Code of Practice is available from the Home Office or NACRO can offer advice on disclosing convictions.

Recruitment Monitoring Form

All applicants are requested to complete this section.

You are asked to complete this section to enable us to monitor the effectiveness of our Equal Opportunity in Employment Policy.

Please help us by ticking or completing the appropriate boxes in this section. Any information gathered will not identify individuals, but will only be used to measure how we are progressing. This information will not be used by those involved in selection procedures and is for statistical purposes only.

We look forward to receiving your application.

