# Your guide to completing the form

**Before you begin:**

Please complete all sections of this form using black ink or type.

The sections of this application form that include your personal details and equality monitoring information will be detached prior to shortlisting. This is to ensure that your application is dealt with objectively. Applications will only be accepted if this form is completed in full.

Applicants are asked to complete all the standard information required on the Primary Advantage application form. In addition, **Early Career teachers (ECTs) and Teachers are asked to complete the Personal Specifications document (on page 6) which has questions about the specification.** Please note that your application may not be processed if this is not provided. Applicants are not required to complete a supporting statement.

Read the advertisement and any additional supporting information provided, including the Job Description and Person Specification. In order to improve your chances of being selected, use specific examples from your experience and relate them to these documents. which lists the tasks you will be expected to carry out and describes how the job fits in with other employees.

**Important notes:**

* If you want to **complete the form electronically** and email it to us:

1. You can type into the form and return the completed version to us via email.
2. You will not be able to sign the declarations throughout the application form. By e-mailing the form to us, you declare that the information on this form is true and accurate. Email is taken as a substitute for your signature. Please ensure that you type your name in the Data Protection & Applicant Declaration section to state that you are happy with how we process and use your information.

* If you want to **print the form** and send it via post:

1. Complete the form in black ink and ensure that it is legible.
2. Do not write outside the lines.
3. Ensure that you have read and understood the declarations throughout the form and that you have signed and dated your completed application form before returning it.

* You may find it useful to take a copy of your completed application form for your own personal records.
* You can find a copy of our Safeguarding & Child Protection Policy [here](https://primaryadvantage.co.uk/about-us/governance/primary-advantage-policies/), as well as our DBS Policy for employment of ex-offenders on page 7 [here](https://primaryadvantage.co.uk/about-us/governance/primary-advantage-policies/).
* For more information about how we use and process your personal data, please click [here](https://drive.google.com/file/d/1xEqIbPsHbRjBsFO5hwsCo0g9z0k5ZeZY/view?usp=sharing).

| PART 1 - CHECKS, PERSONAL DETAILS, EDUCATION AND QUALIFICATIONS | |
| --- | --- |

| DATA PROTECTION NOTICE |
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| Throughout this form, we ask for some personal data about you. We’ll only use this data in line with data protection legislation and process your data for one or more of the following reasons permitted by law:   * You have given us your consent * We must process it to comply with our legal obligations   You’ll find more information on how we use your personal data in our privacy notice for job applicants on page 8 of the application form. |

| VACANCY INFORMATION |
| --- |
| Application for the post of:  Name of school (if applicable):  Where did you first hear about this job? |

| DISCLOSURE, BARRING AND RECRUITMENT CHECKS |
| --- |
| We are legally obliged to process an enhanced Disclosure and Barring Service (DBS) check before making appointments to relevant posts.  The DBS check will reveal both spent and unspent convictions, cautions, reprimands and final warnings, and any other information held by local police that’s considered relevant to the role. Any information that is “protected” under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 will not appear on a DBS certificate.  For posts in regulated activity, the DBS check will include a barred list check.  It is an offence to seek employment in regulated activity if you are on a barred list.  We’ll use the DBS check to ensure we comply with the Childcare Disqualification Regulations. It is an offence to provide or manage childcare covered by these regulations if you are disqualified.  Any data processed as part of the DBS check will be processed in accordance with data protection regulations and the Primary Advantage privacy notice.  **Do you have a DBS certificate?:** ☐ Yes ☐ No Date of check:  *Please note that only candidates who are shortlisted will be asked for criminal record information. A separate form will be provided should you be shortlisted for an interview.*  Any job offer will be conditional on the satisfactory completion of the necessary pre-employment checks.  Only applicants who have been shortlisted will be asked for a self-declaration of their criminal record or information that would make them unsuitable for the position.  Any convictions that are self-disclosed or listed on a DBS check will be considered on a case-by-case basis. |

| TIME SPENT LIVING AND/OR WORKING OVERSEAS |
| --- |
| If you’ve lived or worked outside of the UK in the last 5 years, Primary Advantage and/or the school may require additional information in order to comply with ‘safer recruitment’ requirements. If you answer ‘yes’ to the question below, we may contact you for additional information in due course.  **Have you lived or worked outside of the UK in the last 5 years?:** ☐ Yes ☐ No  If you’ve lived and/or worked outside of the UK, Primary Advantage and/or the school must make any further checks it considers appropriate (in addition to the usual pre-employment checks).  We’ll base the decision on whether this is necessary on individual circumstances, and factors such as:   * The amount of information you disclose in the DBS check * The length of time you’ve spent in or out of the UK |
| Have you spent time living and/or working outside of the UK?  ☐ Yes  ☐ No |
| If yes, please give details, including countries and relevant dates: |

| RIGHT TO WORK IN THE UK |
| --- |
| Primary Advantage and/or the school will require you to provide evidence of your right to work in the UK in accordance with the Immigration, Asylum and Nationality Act 2006.  By signing this application, you agree to provide such evidence when requested.  Find out more about how Primary Advantage and/or the school recruits teachers from overseas [here](https://www.gov.uk/guidance/recruit-teachers-from-overseas). |
| Do you have the right to work in the UK?  ☐ Yes  ☐ No |
| If yes, please state on what basis:  ☐ UK citizen  ☐ EU settled status  ☐ Skilled worker visa  ☐ Graduate visa  ☐ Youth mobility visa  ☐ Other – please provide full details in the box below |
|  |

| SIGN AND DATE |
| --- |
| Name (please print):  Sign:  Date: |

| PERSONAL DETAILS | |
| --- | --- |
| First name |  |
| Surname |  |
| Preferred title |  |
| Previous surnames |  |
| If you prefer to be called by a name other than the one listed above, please specify |  |
| National Insurance number |  |

| CONTACT DETAILS | |
| --- | --- |
| Address |  |
| Postcode |  |
| Home phone |  |
| Mobile phone |  |
| Email address |  |
| Preferred means of contact |  |

| DISABILITY AND ACCESSIBILITY |
| --- |
| Primary Advantage and/or the school has committed to ensuring that applicants with disabilities or impairments receive equal opportunities and treatment.  If you have a disability or impairment and would like us to make adjustments or arrangements to assist if you are called for an interview, please state the arrangements you require: |

| EDUCATION AND QUALIFICATIONS | | |
| --- | --- | --- |
| Please provide details of your education from secondary school onwards. You will be required to produce evidence of qualifications.  **Current Studies** | | |
| Dates attended (month and year) | Name and location of school/college/university | Qualifications gained (including grades, awarding body and date of award) |
|  |  |  |
|  |  |  |

**Higher and Further Education**

| Dates attended (month and year) | Name and location of school/college/university | Qualifications gained (including grades, awarding body and date of award) |
| --- | --- | --- |
|  |  |  |
|  |  |  |
|  |  |  |

**Secondary Education**

| Dates attended (month and year) | Name and location of school/college/university | Qualifications gained (including grades, awarding body and date of award) |
| --- | --- | --- |
|  |  |  |
|  |  |  |
|  |  |  |

| PART 2 - EMPLOYMENT, TRAINING AND PROFESSIONAL DEVELOPMENT | |
| --- | --- |
| **CANDIDATE:** | |

| CURRENT EMPLOYMENT DETAILS | |
| --- | --- |
| Job title: | Employers Name: |
| Employer Address: | |
| Start date: | End date: |
| Age range taught: |  |
| Permanent or temporary: | Part-time or full-time: |
| Salary: | Additional allowances: |
| Description of responsibilities: | |

| PREVIOUS EMPLOYMENT | | | | |
| --- | --- | --- | --- | --- |
| Please provide details of all previous employment since leaving school, including education and voluntary work. List the most recent employment first. | | | | |
| Job title | Name and address of employer/Dates employed | | Description of responsibilities/Reason for leaving | |
|  |  | |  | |
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|  |  | |  | |

| EMPLOYMENT GAPS | | |
| --- | --- | --- |
| Please provide details of any employment gaps since leaving school and give the reasons for the gap. | | |
| Start date | End date | Reason for employment gap |
|  |  |  |
|  |  |  |

| TRAINING AND PROFESSIONAL DEVELOPMENT | | | | |
| --- | --- | --- | --- | --- |
| Please give details of training or professional development courses undertaken in the last 3 years that are relevant to your application. | | | | |
| Course dates | Length of course | Course title | Qualification obtained | Course provider |
|  |  |  |  |  |
|  |  |  |  |  |
|  |  |  |  |  |

| TEACHER STATUS | |
| --- | --- |
| Teacher reference number |  |
| Do you have QTS? |  |
| QTS certificate number (where applicable) |  |
| Date of qualification |  |
| Age range you are qualified to teach |  |
| Are you subject to a teacher prohibition order, or an interim prohibition order issued by the secretary of state, as a result of misconduct? |  |
| Are you subject to a General Teaching Council sanction or restriction? |  |

| SUPPORTING DOCUMENT | |
| --- | --- |

| 1. What made you decide to apply for a role with the Primary Advantage Federation? | |
| --- | --- |
| 150 words | |
| 1. Can you share a key learning principle you have identified from your teaching experience so far and describe its importance? | |
| 150 words | |
| 1. The Federation and its schools have a strong commitment and reputation for professional development. Describe a professional development opportunity you have undertaken and outline how it has had an impact on your practice? | |
| 150 words | |
| 1. When managing a diverse range of abilities within the learning environment, what tools and techniques do you use to ensure you are reaching all pupils and how do you adapt your style of language and teaching to support the pupils’ learning? | |
| 150 words | |
| 1. Our Behaviour Policy specifies “demonstrating a positive attitude” as behaviour from pupils which will attract praise from staff. How do you lead by example in demonstrating a positive attitude with your class even when the circumstances are challenging? | |
| 150 words | |

### References - Please read carefully

| Please give the names of 2 people who are able to comment on your suitability for this post. Your first referee must be your **current employer** (or, if you’re not currently employed, from your **most recent** **employer**). Your second referee must be from a senior person with the appropriate authority.  If your previous employment did not involve working with children, you should provide a second reference from a relevant employer from the last time you worked with children, if possible.  If you have never been in a role where you have worked with children, you must supply details of a second referee who can provide factual information on your most recent employment history relevant to the role you have applied for.  Primary Advantage and/or the school reserves the right to seek any additional references we deem appropriate.  Please let your referees know that you’ve listed them as a referee and to expect a request for a reference should you be shortlisted. |
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|  | | | | Referee 1 | | | | | | | | | | | | Referee 2 | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Name: | | | |  | | | | | | | | | | | |  | | | | | |
| Relationship: | | | |  | | | | | | | | | | | |  | | | | | |
| Address: | | | |  | | | | | | | | | | | |  | | | | | |
| Contact number: | | | |  | | | | | | | | | | | |  | | | | | |
| Email Address: | | | |  | | | | | | | | | | | |  | | | | | |
| Is this your current employer? | | | |  | | | | | | | | | | | |  | | | | | |
| If your referee knows you by a different name, please state: | | | |  | | | | | | | | | | | |  | | | | | |

| Referee 1 | Referee 2 |
| --- | --- |
| If you don’t wish us to contact your referee without your prior agreement, please tick this box: ☐ | If you don’t wish us to contact your referee without your prior agreement, please tick this box: ☐ |

Declaration (to be signed by all applicants)

I have read and understood the information contained in this application form. I declare that all information provided in this application form is true and accurate to the best of my knowledge. I understand that omissions or incorrect statements will disqualify me, or if appointed, I will be liable to be dismissed. This declaration constitutes part of the terms of the contract if I am appointed. Any job offer will be conditional on the satisfactory completion of the necessary pre-employment checks.

| Signed **(see Notes below):** | Date: |
| --- | --- |
| Print name: | |

Note: If you email this form to us (i.e. you can’t sign it), then it is assumed that you declare that the information on this form, and your answers to the section on the Rehabilitation of Offenders ACT 1974, are true and accurate.

| PART 3 - MONITORING EQUAL OPPORTUNITIES | |
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Primary Advantage is committed to being an equal opportunities employer. Primary Advantage does not discriminate on the basis of race, religion or belief, colour, sex or sexual orientation, age, physical or mental disability, marital status, nationality, ethnic or national origin. All matters related to employment are decided on the basis of qualifications, merit and business need.

**The Monitoring information section will be removed prior to shortlisting and will not be used for selection purposes. It will only be used for statistical monitoring purposes to ensure all applicants receive the same consideration and are treated fairly when applying for jobs.**

Please complete the Equal Opportunities Monitoring form to enable us to monitor the effectiveness of our equal opportunities policy in regards to our applicants. If you do not wish to provide some of this information, please tick the ‘Do not wish to disclose’ boxes as appropriate. Information will be treated in strict confidence and used only for monitoring purposes and will not form any part of the assessment process. Data is collected in accordance with the requirements of the Data Protection Act and the Code of Practice issued by the Chartered Institute of Personnel and Development.

| Personal and post details | | | |
| --- | --- | --- | --- |
| Name: | Date of Birth: | | Sex: Male: • Female: • Do not wish to disclose: • |
| Post applied for: | | Vacancy reference number: | |
| Transgendered/transsexual | | | |
| Yes: • No: • Do not wish to disclose: • | | | |
| Sexual orientation | | | |
| Heterosexual: • Gay: • Lesbian: • Bisexual: • Do not wish to disclose: • | | | |
| Marital status | | | |
| Single: • Civil Partnership: • Widow/Widower: • Separated: •  Married: • Living with Partner: • Divorced: • Do not wish to disclose: • | | | |
| Disability | | | |
| The Equality Act 2010 defines a disabled person as someone with a ‘physical or mental impairment’ which has substantial and long-term adverse effects on carrying out normal day-to-day activities. This can include cancer or other such long-term illnesses. If you consider yourself to have a disability that falls under this definition, please specify it below. | | | |
| No disability: • Visual: • Long term illness: • Physical co-ordination: •  Speech: • Learning difficulties: • Mobilty: • Reduced physical capacity: •  Hearing: • Mental Health: • Physical disability: • Do not wish to disclose: • | | | |
| Other disability, please specify: | | | |
| Religion/belief | | | |
| Christian: • Muslim: • Secular beliefs: • Orthodox Jewish/Charedi: •  Hindu: • Sikh: • Atheist/no belief: • Other Jewish: •  Buddhist: • Do not wish to disclose: • | | | |
| Other, please specify: | | | |
| Caring responsibilities | | | |
| Do you have any caring responsibilities? | | | |
| Adults/sick: • Adults/disabled: • Adults/elderly: •  Children under 16: • Children under 16/sick: • Children under 16/disabled: • Do not wish to disclose: • | | | |
| Other, please specify: | | | |

| Ethnic Group | |
| --- | --- |
| White  British: •  Irish: •  Traveller of Irish heritage: •  Gypsy Roma: •  Turkish/Turkish Cypriot: •  Kurdish: •  Greek/Greek Cypriot: •  Jewish: •  Orthodox Jewish/Charedi: • | Black or Black British  Caribbean: •  African - Somali •  African - Congolese: •  African - Nigerian •  African - Ghanaian: •  Other West African: •  Any other Black background •  Please specify: |
| British  White Eastern European: •  White other European: •  Any other White background •  Please specify: | Chinese or South East Asian  Chinese: •  Vietnamese: • |
| Asian or Asian British  Indian: •  Pakistani: •  Bangladeshi: •  Any other Asian background •  Please specify: | Mixed  White and Black Caribbean: •  White and Black African: •  White and Asian: •  Any other Mixed background: •  Please specify: |
| Any other ethnic group  Any other background: •  Please specify: | |
| Do not wish to disclose: • | |

Language (please tick)

| Language | Fluency (Mother Tongue or qualified fluency etc) | Is this your first Language? |
| --- | --- | --- |
|  | Mother Tongue •Fluency (Qualified) •Other • |  |
|  | Mother Tongue •Fluency (Qualified) •Other • |  |
|  | Mother Tongue •Fluency (Qualified) •Other • |  |