

**Please insert details**

Job Title:

Job No:

Academy Learning Accord Multi Academy Trust



# Application for employment

Please complete the form and provide your written evidence as to how you meet the requirements of the job either on the questionnaire if one has been provided or on separate sheets of paper.

**Personal Details**
 Title (select as appropriate): Dr ☐ Mr ☐ Mrs ☐ Miss ☐ Ms ☐ Other (please specify)

Surname(s):

First name(s):

Previous surname(s):

Address:

Post Code:

Email Address:

Telephone:

Work:

Home:

Mobile:

Where did you find out about this job?

National Insurance No*:	
Date of Birth*:	
DFE No (Teachers Only):	
GTC Registered (Teachers Only):	Yes: <input type="checkbox"/> No: <input type="checkbox"/>

NQT (Teachers Only) :	Yes: <input type="checkbox"/> No: <input type="checkbox"/>
Date of Satisfactory Completion of Induction:	
Induction Assessments Completed :	0: <input type="checkbox"/> 1: <input type="checkbox"/> 2: <input type="checkbox"/> 3: <input type="checkbox"/>

If you are related to any employee of the Learning Accord Multi Academy Trust, an Academy governor, trustee or member please give details.

If none, please tick the box ☐

Name:

Job title:

Relationship to you (aunt, brother, partner etc):	
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If the job requires you to have a driving licence please tick which type of licence you hold:

 Full ☐ HGV ☐ PSV ☐ None ☐

\* This information is required to ensure correct identification of candidate

**References** – remember to ask your referees for permission before you give their name.

**One Reference must be from your current employer or your most recent employer**

Name:

Email:

Address:

Post Code:

Tel:

Occupation:

Relationship:

Name:

Email:

Address:

Post Code:

Tel:

Occupation:

Relationship:

References will be requested as part of the recruitment process and they will form part of the decision making process. Your Referees must be able to answer questions concerning your employment history and suitability for the post which includes any details of any investigations and/or disciplinary action – this forms part of the requirements under “Safeguarding & Safer Recruitment in Education”. Please do not give the names of friends or family.

Your referee will be asked for information regarding your sickness absence record during the past 24 months.

## Work History

### Present Employment (or last job for applicants currently unemployed)

Job title:

Date employment  
started:

Date employment  
ended (if applicable)

Reason for leaving/looking for  
other employment :

Notice required  
(if applicable):

Name of employer/School:

Name of Local Authority/Agency:

Address:

Post Code:

Current Salary:

Grade:

Briefly describe  
your duties:

**Previous Employment**

This section deals with your previous employment. Start with the most recent and please include any part-time, casual or voluntary work. We need details of previous employment (paid or unpaid), and also periods of non-employment e.g. child care, unemployment etc. If you use additional sheets please remember to put your name and the post applied for on each extra page and number it.

Job Title	Main Duties	Name and Address of Employer	From	To	Wage/Salary	Reason for Leaving

If you need more space, please attach additional sheets and tick this box ☐

**Education and Qualifications**

This section deals with school education/further education. Please include the dates when you started and finished each level of education. (Sight of original certificates would be required if you are successful).

Name of Schools/ College/ University Attended	Periods of Study Please indicate full/part time		Degrees or certificates obtained	Dates of Awards
	From	To	Details/subject/grades	

If you need more space, please attach additional sheets and tick this box ☐

## **Breaks / Gaps in Employment / Education**

Please explain any breaks in your educational attainment and/or employment history in the following space.

If you need more space, please attach additional sheets and tick this box ☐

## **Relevant Information**

**Please read this section carefully as this is the most important part of your application**

Using this page and if needed additional paper, **demonstrate** your ability to meet the requirements of the job by giving clear, concise examples of each criterion in the Employee Specification in the following order or by completing the questionnaire if attached:

Relevant Experience, Education and Training Attainments, General and Special Knowledge, Skills and Abilities, Additional Factors including continual Professional Development.

If you need more space, please attach additional sheets and tick this box ☐

## **Additional Information**

1. If you are in receipt of a pension payable under the Teachers' Pension Regulations following early retirement, please indicate the grounds on which you were retired:

Interest of efficiency / Redundancy / Ill health (delete as appropriate).

Date of retirement

2. If you have received a redundancy payment in respect of a previous employment with a local authority, please give details.

Name of Authority

Date of Redundancy

## Criminal Convictions

The Rehabilitation of Offenders Act 1974 provides that certain criminal convictions become 'spent' after the passage of time, that is the law will treat them for the most purposes as if they have never happened and it is not necessary to disclose them on Application Forms. The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 contains certain classes of employment where a person can be asked to disclose spent convictions. *The job for which you are now applying falls within that order.*

However, the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013) provides that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers and cannot be taken into account.

For details of what criminal convictions must be declared please refer to the following guidance: <https://www.gov.uk/government/news/disclosure-and-barring-service-filtering> It is your responsibility to read this information in full and complete the application form accurately.

If you fail to disclose that you have been convicted of a criminal offence or received a caution, reprimand or warning this may lead to dismissal or disciplinary action by the authority. Any information given will be treated in the strictest confidence and will be considered only in relation to an application for which the order applies.

For jobs that are subject to a disclosure, please note that a criminal record will not necessarily bar you from employment. This will depend on the nature of the position you are applying for and the circumstances and background of the offence.

***Do you have any convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013) by SI 2013 1198? Please give details below:***

Date	Details of conviction, caution, reprimand or warning	Penalty
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Are there any matters pending? Yes ☐ No ☐

If 'Yes' please  
give details

I declare that the particulars given are correct and I have not withheld any facts which might unfavourably affect my application. I am aware that to withhold or falsify information could result in dismissal or disciplinary action.

Last name:

First name:

Signed:

Date:

N.B. If you fail to complete this section of the application form you may not be shortlisted or invited to attend an interview.

**We will treat all information provided on this form in the strictest confidence - you may provide additional information in writing and in confidence or indicate that you wish discuss in more detail if invited for interview.**



## Important Notice to Applicants

Learning Accord Multi Academy Trust takes its duty of care to the people who receive services from us very seriously.

To ensure all reasonable care is taken, references will always be taken from your current employer and we reserve the right to take up references from any previous employers, or places where you have carried out voluntary work.

It is important, therefore, that you give exact names and current addresses of previous employers/voluntary work areas. Please also advise us of any change to your name relevant to previous employment, ie known by your maiden name. Failure to provide this information may result in any offer of appointment being delayed.

You may be offered the job subject to satisfactory pre-employment checks which can include obtaining an Enhanced DBS disclosure certificate. Some Schools will not allow newly appointed candidates to commence employment until an individual is in receipt of a cleared and valid DBS disclosure certificate. This intensive procedure can take some time; however, I am certain you will appreciate the reasons why such stringent checks are made, and ask you to bear with us whilst they are completed.

GDPR (General Data Protection Regulations) apply. We will treat all information relating to your application in confidence. If you are unsuccessful, your form will be destroyed 6 months after the closing date although the Council reserves the right to add your details to our database of suitable candidates for other similar jobs. We may also contact job seekers for recruitment research.

\*\* As per KCSIE guidance, an online due diligence search may be performed by the recruiting school at the shortlisting stage if you are invited to interview. In addition to this, a declaration form will be sent out to you from school at least 2 days prior to your interview. You will be asked to declare information around any criminal convictions plus a number of questions around your suitability to work with children.

**I have not canvassed (either directly or indirectly) any councillor or employee of Kirklees Council and will not do so.**

**I declare that the information I have given on this form is complete and accurate and that I am not barred or disqualified from working with children and / or vulnerable adults nor subject to any sanctions or conditions on my employment imposed by a regulatory body or the Disclosure and Barring Service. I understand that to knowingly give false information, or to omit information, could result in the withdrawal of any offer of appointment, or my dismissal at any time in the future.**

Please sign the form\*

Signed

Date:

Print Name:

\_\_\_\_\_  
\_\_\_\_\_

**\*If you submit electronically you will be asked to provide a true signature if you are shortlisted.**

**ADDITIONAL INFORMATION FOR APPLICANTS**  
**(Please read before completing the form)**

**Tear off and retain**

**Learning Accord Multi Academy Trust**

Learning Accord Multi Academy Trust

Our Trust as at September 2022 has seven Academies, namely Saint Aidan's CE Academy, Scissett CE Academy, Skelmanthorpe Academy, Helme CE Academy, New Mill Infant and New Mill Junior Schools, St Augustine's CE School and two Associate Member schools, Kayes First and Nursery School and Oak CE Primary School.

All new employees to the Trust are subject to a six month probationary period. (Please see below for teachers).

If this is not going to be your only job whilst employed by the Trust you must discuss and agree this with your line manager.

Further details on Kirklees can be found on our website at [www.kirklees.gov.uk](http://www.kirklees.gov.uk)

**Induction (Teachers)**

The Education (Induction Arrangements for School Teachers)(England) Regulations 2008 require newly qualified teachers to complete successfully an induction period before being confirmed into employment. For a full-time teacher the length of the induction is one year (3 terms) and for a part-time teacher the period of time it would take to complete a full year of service. Information explaining about the induction year will be provided upon appointment to a post.

**Qualifications (Teachers)**

If applying for a teaching post you must hold a qualification recognised for qualified teacher status under the terms of the Education (Specified work and Registration) (England) Regulations 2003 or any subsequent regulations.

**What Happens Next?**

Shortlisted candidates will be contacted after the closing date. If you do not hear from us within 4 weeks, please assume that on this occasion your application has been unsuccessful. However do not let this stop you from applying for other vacancies.

Please contact us if you require special arrangements or adjustments for the Interview.

## **Complaints Procedures**

The guidance for external applicants is as follow:

The Trust has both a desire and statutory duty to ensure that employees are appointed solely on merit and that all processes and procedures are fair, transparent and accommodate individual needs by way of reasonable adjustments where these are required. If you apply for a job with the Council and you consider that at either the short-listing or interview stage you have not been treated fairly or you do not understand the recruitment decisions, you may take the following steps:-

1. Contact either the Headteacher of the Academy or the Chair of the recruitment panel or the Chair of the Academy's Governing Body and request feedback on why you have not been successful at either short-listing or interview.
2. If you are not satisfied with the feedback provided – write to the Chief Executive Officer, Learning Accord Multi Academy Trust, MAT Headquarters, Skelmanthorpe Academy Nursery Building, Elm Street, Skelmanthorpe, Huddersfield, HD8 9DZ setting out the reasons for why you think you may have been treated unfairly. This needs to be set out clearly – something more substantial than you simply do not agree with the recruitment decision making. Any concerns need to be made within ten working days of hearing the recruitment outcome that generated the concerns or complaint.
3. Upon receipt of such a complaint, the CEO will make arrangements to have your concerns looked into and you will receive a response, normally within ten working days. Depending on the nature of the response you may be offered a meeting to explain matters, but more usually it will be possible to do this in writing. If the circumstances are such that it will take longer to look into the matters you have raised, you will be communicated with over the likely timescale.
4. In terms of the Trust's own procedures, any decision by the Chief Executive Officer is final, however, this does not prevent applicants pursuing any statutory rights they may have through an Employment Tribunal.

**Please get your application form in on time and  
GOOD LUCK!**