

# GUIDANCE FOR APPLICANTS

## INTRODUCTION

Thank you for your interest in working for Southend East Community Academy Trust. Our recruitment procedure is intended to ensure that we not only appoint the right person to the job on the basis of merit, but that everyone who expresses an interest in working for the Trust is treated efficiently and courteously.

To help achieve this aim the Trust is committed to giving you reasonable time to apply for a job, treating you with respect and fairness and being open in relation to our recruitment and selection process. Please read the following sections carefully. They will provide you with information about how we select people for jobs and help you maximise your chances of success.

## COMPLETING THE APPLICATION FORM – GENERAL GUIDANCE

- Please complete the application form, ensuring you complete all sections and submit electronically to the relevant contact email address on the advert.
- Complete your application form by clicking in the appropriate box and typing your response.
- The application form must be completed in full. If any section does not apply to you, please write N/A in the space provided.
- A Curriculum Vitae (CV) can be enclosed as a supporting document, but not as a replacement for any part of the application form. Therefore, you should read and complete each section of the form.
- In order to maximise the chance of being invited for interview, please show how you meet the requirements of the job. Please use the job description, which lists the main tasks of the job, and the person specification, which lists the qualities we are looking for in the applicants, as a guide in completing the application form.
- It is important that you only provide information that is relevant to the post you are applying for. You may include information about voluntary activities and/or employment that is relevant to the post you are applying for.
- We will endeavour to acknowledge receipt of your emailed application, however dependent on the number of applicants for the post, it may only be possible to contact shortlisted candidates. Nevertheless, the Trust sincerely appreciates your interest in the post.

## GUIDANCE FOR COMPLETING THE APPLICATION FORM

- Please clearly identify the post for which you are applying
- PERSONAL DETAILS

Please complete the personal details section in full. If any box is not applicable, write N/A in the appropriate box.

- **CURRENT OR MOST RECENT EMPLOYMENT**

Please provide details of the duties and responsibilities held particularly those that you consider most relevant to the post you are applying for. Please also provide details of any employment that you intend to continue, even if you are successful in this application. The Trust is required to comply with the Working Time Regulations and must also ensure that additional employment undertaken does not conflict with our Employee Code of Conduct.

- **TRAINING**

List all professional, craft or similar bodies with which you have membership.

- **PREVIOUS EMPLOYMENT**

This section must be completed in date order, beginning with the most recent first. Please list all the employers you have worked for. Any gaps in employment should be explained.

- **EDUCATION AND PROFESSIONAL QUALIFICATIONS**

List all the qualifications you possess, including dates and grades achieved. You may also list training courses that you have attended. If invited to interview, you may be asked to bring your original certificates or other supporting evidence with you.

- **INFORMATION IN SUPPORT OF YOUR APPLICATION**

This section is your opportunity to explain how your experience and achievements meet the requirements of the post. It is important that you use the job description and person specification as your guide. Give examples where possible and include experience gained outside work where this is relevant.

- **REFERENCES**

Please provide the names and addresses of two people who we may approach for a reference if you are selected for interview. One of your references must be from your current or most recent employer. If you have not worked before, you may give the name of a teacher, tutor, lecturer or other person who is able to comment on your ability. In education it is usual to contact referees prior to interview. Please indicate whether you are happy for us to do this. We will contact you before approaching anyone that you have not listed as a referee. Where appropriate, we may also seek your permission to approach referees that you have indicated should not be contacted. The Trust must receive references that are satisfactory before any offer of employment can be made.

- **DECLARATION AND CONSENT**

Please ensure that you read and complete all of this section, including the disqualification section, carefully. You are reminded that we will complete an online check for all shortlisted candidates and a Disclosure and Barring Service check in the event of a

successful appointment. Please take note of the need to declare any relationships to the Trust Further guidance is contained in the Information to Applicants.

## INFORMATION FOR APPLICANTS

- EQUAL OPPORTUNITIES

The Trust's Equal Opportunities Policy applies to the employment of all staff and fully supports the principle of equal opportunities in employment and firmly opposes all forms of unlawful or unfair discrimination on the grounds of colour, race, nationality, those with dangerous transmittable diseases (e.g. Hepatitis & HIV), ethnic or national origin, gender, marital status, sexuality, age, disability, trade union membership, religious belief, and offending background.

The Trust's equal opportunities policy requires that the recruitment process must lead to the employment of the most suitable individual for the job, taking into account only experience, skills, abilities and qualifications.

To assist us in monitoring the effectiveness of our equal opportunities policy your information pack includes a recruitment monitoring form. The form is used for monitoring purposes only and plays no part in the selection process. The recruitment monitoring form is separate from the application form and will be passed on to the Trust's Central HR Team for anonymised recording and monitoring purposes. We hope that you will complete and return it with your application form.

- JOB SHARING

All jobs within the Trust can be considered for job share.

- REHABILITATION OF OFFENDERS ACT 1974

All applicants are required to declare any unspent convictions under the Rehabilitation of Offenders Act 1974 as amended. However, all posts require applicants to obtain a Disclosure from the Disclosure and Barring Services (DBS) The Trust complies fully with the DBS Code of Practice which can be found on the DBS website. It is a criminal offence for a barred individual to seek or undertake work with vulnerable groups, and for employers to knowingly take them on. The Disclosure and Barring Service includes an Update Service. The Update Service allows for an individual to have their criminal record check kept up to date and employers will be able to go online to see if the information released is still current and valid. There is a charge to the individual for this service.

- ONLINE CHECKS

Keeping Children Safe in Education 2022 states; 'schools and colleges **should** consider carrying out an online search as part of their due diligence on the shortlisted candidates. This may help identify any incidents or issues that have happened, and are publicly available online, which the school or college might want to explore with the applicant at interview'.

The Trust will conduct online checks on publicly available information about a candidate before interview if they are shortlisted. If necessary a candidate maybe questioned at interview about any findings and/or withdraw a candidate from the process if the information found is not satisfactory.

- ASYLUM AND IMMIGRATION ACT 1996
  - The Asylum and Immigration Act 1996 requires the Trust to ensure that it does not employ people who are not entitled to live or work in the UK. Therefore, you will be asked to provide two of the following documents during the appointment process.
    - A document showing your National Insurance Number (e.g. a P45, P60, payslip, a National Insurance card).
    - A passport confirming British or EU citizenship, or which shows the entitlement to live and work in the UK.
    - A birth certificate.
    - A letter from the Home Office confirming that you are allowed to work in the UK.
  - We will advise you of the stage of the recruitment process that you will need to provide such documents.
  - The Trust must receive references that are satisfactory to us before any offer of employment can be made. One reference must be from your current or most recent employer, where applicable. The Trust is required to ensure that all appointments are on the basis of merit, and that there is no conflict of interest between its governors and employees. Therefore, you are required to declare in writing whether you are related in any of the ways described below, to any current governor or employee of the Trust, or to the partner of such a person.
  - The declaration of any such relationship will not disqualify you from consideration. However, to ensure that the Trust's recruitment decisions are seen to be fair and on merit, the appointment of an applicant with such a relationship(s) must be authorised by the Chair of Trustees and Headteacher/CEO. The relationships that must be declared are:
    - Parent (incl. In-laws)
    - Brother (incl. In-laws)
    - Grandparent
    - Sister (incl. In-laws)
    - Partner (whether married or not)
    - Uncle
    - Child
    - Aunt
    - Stepchild
    - Nephew
    - Adopted child
    - Niece
    - Grandchild
    - Dependant

A failure to disclose any such relationship or directly, or indirectly seeking the support of any governor or employee for any appointment with the Trust, will be investigated. Candidates should be aware that this may lead to disqualification or may be dealt with under the appropriate procedure which may include the

Disciplinary Procedure. Any candidate who is unsure whether or not a relationship should be declared (or where the relationship is one not listed above) is advised to contact the Trust.

- **SHORTLISTING**

Applicants will be shortlisted on the basis of the information they provide via the Trust's application form and supporting documents.

- **INTERVIEWING**

In order to ensure fairness, selection will be made in all cases following an interview with a panel of at least two Trust employees. For senior management posts, the selection will involve an interview with a panel including governors. Depending on the number of shortlisted applicants, there may be a preliminary interview to select who will progress to a final interview. If, in addition to an interview, there are any tests or a lesson to teach as part of the selection procedure, you will be given details if you are shortlisted. Where candidates are required to make a presentation or teach a lesson, the school will make the necessary facilities available.

- **MEDICAL CLEARANCE**

Any appointment will be subject to medical clearance. In order to progress your application, you will be asked to complete a medical questionnaire and return it under confidential cover to the Trust's medical advisor. In some circumstances the candidate may then be required to undergo a medical examination.

- **EXPENSES**

Reasonable expenses incurred in connection with attending an interview or tests that form part of the selection procedure will be reimbursed on the basis of rates adopted by the Trust unless the post offered is refused. A claim form will be provided for your use.

- **DATA PROTECTION ACT**

The Trust fully supports and adheres to the principles detailed in the Data Protection Act 1998. Please note that the information you give us in connection with your application may be processed by a computer or manually, but in any event, will only be used for recruitment and selection purposes. Should you become employed by the Trust, some of the information may be put onto manual and computerised staff records.

- **NATIONAL FRAUD INITIATIVE**

The Trust is under a duty to protect the public funds that it administers and to this end may use the information you have provided for the prevention and detection of fraud. The Trust may also share this information with other bodies administering public funds solely for these purposes. Thank you for taking the time to read these guidance notes. We look forward to receiving your application.

- EQUAL OPPORTUNITIES RECRUITMENT MONITORING FORM

The provision of the information contained on this form is entirely voluntary and will in no way affect your application. It is collected to help the Trust ensure that its recruitment arrangements are fair and to monitor the effectiveness of our Equal Opportunities Policy.

The information that you provide will be treated in the utmost confidence and will only be used for statistical purposes. The information provided by the successful applicant will become part of their personal record as an employee of the Trust and will be entered on the Trust's database. Information might be provided to the local authority of other public bodies, such as the DfE, but only in the form of overall statistics and will not contain information that can be traced to named individuals.

- INFORMATION IN OTHER FORMATS

The information contained within these notes can be made available in other formats. Please contact the Trust for further information.

## **SUPPORT AND/OR FURTHER INFORMATION**

If you require support with your application or any of the information above please contact our HR Team at [HRhelpdesk@secat.co.uk](mailto:HRhelpdesk@secat.co.uk)