



The School is legally required to carry out a number of pre-appointment checks which are detailed in the Recruitment policy. The information you are being asked to provide in this form is required so that the School can comply with those legal obligations, should your application be successful. Please note that in order to be considered for a position at the School, you must complete this application form. A curriculum vitae will not be accepted in place of a completed application form.

For teaching roles please complete and return with a supporting letter to:

- Mr Paul Dwyer, Head (p_dwyer@redmaidshigh.co.uk)

For support roles please complete and return with a supporting letter to:

- Mr Mark Marshall, Director of Finance and Operations (m_marshall@redmaidshigh.co.uk)

Applications can be emailed or posted to:

Redmaids' High School, Westbury-on-Trym, Bristol BS9 3AW

Position applied for:	
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Section 1: Personal details

Title	Forename(s)	Surname
Former Name(s)		Preferred Name
Teacher Registration Number (if applicable):		National Insurance Number:
Address	Telephone number(s)	
	Mobile	
	Home	
	Work	
	Email	
How long have you lived at this address? (since mm/yy)		
<p><i>If you have lived at your current address for less than 5 years, please provide previous addresses for past 5 years.</i></p>		
Previous address from		
mm		yy
Previous address from		
mm		yy
Previous address from		
mm		yy
Previous address from		
mm		yy

Section 1: Personal details

Are you eligible for employment in the UK?	Yes	No	
<i>If no, please provide details:</i>			
Have you read the School's Safeguarding and Child Protection policy?	Yes	No	
Do you have Qualified Teacher status? (if applicable)	Yes	No	N/A

Section 2: Prohibition from teaching, prohibition from management and disqualification from providing childcare

The School is not permitted to employ anyone to carry out 'teaching work' if they are prohibited from doing so. For these purposes 'teaching work' includes:

- planning and preparing lessons and courses for pupils;
- delivering lessons to pupils;
- assessing the development, progress and attainment of pupils; and
- reporting on the development, progress and attainment of pupils.

The above activities do not amount to 'teaching work' if they are supervised by a qualified teacher or other person nominated by the Head.

The School is also not permitted to employ anyone to work in a management position if they are prohibited from being involved in the management of an independent school.

This applies to the following positions at the School:

- Head;
- teaching posts on the senior management team; and
- Heads of Department

The School is also not permitted to employ anyone to work in a position which involves the provision of 'childcare' if they are disqualified from providing 'childcare'. For these purposes, 'childcare' includes:

- all supervised activities before, during and after the school day for children in our early years provision i.e. for a child up to 1 September following their 5th birthday; and
- provision for children who are not in our early years provision and who are under the age of 8, which takes place on the school premises before or after the school day.

Work as a cleaner, driver, transport escort, member of the catering staff or member of the office staff is not considered 'childcare' for these purposes.

The declaration at Section 13 of this Form therefore asks you to confirm whether you are prohibited from carrying out 'teaching work', prohibited from being involved in the management of an independent school and/or disqualified from providing 'childcare'. You do not have to complete these aspects of the declaration if you are not applying for a relevant role. If you are unsure whether the role for which you are applying involves teaching work, is a relevant management role or involves the provision of 'childcare' please contact the HR Officer.

The School will also carry out a check to determine whether successful applicants for relevant roles are prohibited from teaching and/or prohibited from involvement in the management of an independent school. Successful applicants for 'childcare' roles will be required to complete a childcare disqualification self-declaration form.

Section 3: Secondary education

Please start with most recent attended.

Name of school/ college/university	Dates of attendance		Examinations		
			Subject(s)	Result	Date
	From				
	mm	yyyy			
	To				
	mm	yyyy			
	From				
	mm	yyyy			
	To				
	mm	yyyy			
	From				
	mm	yyyy			
	To				
	mm	yyyy			

Section 4: Other vocational qualifications, skills or training

Please provide details of any vocational qualifications or skills that you possess or training that you have received which you consider to be relevant to the role for which you have applied.

Section 5: Employment

In accordance with the School's Recruitment policy there is a requirement for all applicants to show a full employment or occupation history since leaving school. This must include periods when unemployed, in education or occupied other than in employment. All breaks must be accounted for and a continuous record provided.

Current/most recent employer		
Current/most recent employer's address		
Current/most recent job title		
Date started	Date employment ended (if applicable)	Current salary/ salary on leaving:
Reason for seeking other employment:		
Please state when you would be available to take up employment if offered:		

Section 6: Previous employment and/or activities (including voluntary work) since leaving secondary education

Please continue on a separate sheet if necessary.

Dates	Name and address of employer	Position held and/or duties	Reason for leaving	
From				
mm				yyyy
To				
mm				yyyy
From				
mm				yyyy
To				
mm				yyyy
From				
mm				yyyy
To				
mm				yyyy

Section 6: Previous employment and/or activities (including voluntary work) since leaving secondary education

Please continue on a separate sheet if necessary.

Dates		Name and address of employer	Position held and/or duties	Reason for leaving
From				
mm	yyyy			
To				
mm	yyyy			
From				
mm	yyyy			
To				
mm	yyyy			
From				
mm	yyyy			
To				
mm	yyyy			

Section 7: Gaps in your employment

If there are any gaps in your employment history, e.g. looking after dependants, sabbatical, travelling, please give details and dates.

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Section 8: Interests

Please give details of your interests, hobbies or skills.

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Section 9: Suitability

Please give your reasons for applying for this post and say why you believe you are suitable for the position. Study the job description and person specification and describe any personal qualities, experience and skills you have gained in other jobs or similar environments which demonstrate your ability and aptitude to undertake the role. Continue on a separate sheet if necessary.

Section 10: Disclosure and Barring Service checks, criminal record and Children's Barred List

Please be aware that the School applies for an Enhanced Disclosure from the Disclosure and Barring Service (**DBS**) for all positions at the School which amount to regulated activity. The role you are applying for meets the legal definition of regulated activity with children. If you are successful, you will be required to supply information for the completion of an Enhanced DBS Disclosure Application. Employment is conditional upon the School being satisfied with the result of the Enhanced DBS Disclosure. Any criminal records information that is disclosed to the School will be handled in accordance with any guidance and/or code of practice published by the DBS.

The School may also carry out a separate check of the Children's Barred List. Please be aware that it is unlawful for the School to employ anyone to work with children if they are barred from doing so, and it is a criminal offence for a person to apply to work with children if they are barred from doing so. **The declaration at Section 13 of this Form therefore asks you to confirm whether you are barred from working with children.**

The role you are applying for is also exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask you to declare all convictions and cautions (including those which would normally be considered "spent") in order to assess your suitability to work with children. If you are successful in being shortlisted for this role, you will be required to provide information about your suitability to work with children by completing a self-declaration form. In this form you will be required to provide details of all spent and unspent convictions and cautions. **However, you will not have to disclose a caution or conviction for an offence committed in the United Kingdom if it has been filtered in accordance with the DBS filtering rules.**

Having a criminal record will not necessarily prevent you from taking up employment with the School. Instead, the School will assess each case on its merits and with reference to the School's Recruitment policy.

Section 11: References

Please supply the details of two people who we may contact for references. One of these must be your current or most recent employer. If your current/most recent employment does/did not involve work with children, then your second referee should be from your employer with whom you most recently worked with children. Neither referee should be a relative or someone known to you solely as a friend. The School intends to take up references on all shortlisted candidates before interview. If you have never been employed in a role working with children, please give details from your two most recent employers, subject to your consent below.

The School reserves the right to take up references from any previous employer. If the School receives a factual reference i.e. one which contains only limited information about you, additional references may be sought. If you have previously worked overseas the School may take up references from your overseas employers. The School will contact your referees in order to verify the reference they have provided.

Referee 1		Referee 2	
Name		Name	
Organisation		Organisation	
Position		Position	
Email		Email	
Telephone Number		Telephone Number	
Address		Address	
May we contact prior to interview?		May we contact prior to interview?	
Yes	No	Yes	No

Section 12: Recruitment and use of information

It is the School's policy to employ the best qualified personnel and to provide equal opportunity for the advancement of employees including promotion and training and not to discriminate against any person because of their race, colour, national or ethnic origin, sex, sexual orientation, marital or civil partnership status, religion or religious belief, disability or age. All new appointments are subject to a probationary period.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

A copy of the School's Recruitment policy and Safeguarding and Child Protection policy is available for download from the School's website. Please take the time to read them.

Any offer of employment made by the School will be conditional upon the School verifying your medical fitness for the role by means of a questionnaire on offer of the post.

If your application is successful, the School will retain the information provided in this form (together with any attachments) on your personnel file for the duration of your employment. If your application is unsuccessful, all documentation relating to your application will normally be confidentially destroyed six months after the date on which you are notified of the outcome.

Please see our Information and Records Retention policy for information on how long we keep your personal data. This can be found on our website.

How we use your information

Information on how the School uses personal data is set out in the School's Data Protection policy, which can be found on our website.

Section 13: Declaration

Please tick boxes to confirm

<input type="checkbox"/>	I confirm that I am not named on the Children's Barred List or otherwise disqualified from working with children
<input type="checkbox"/>	I confirm that I am not prohibited from carrying out 'teaching work' <i>(do not tick this box if the role for which you are applying does not involve 'teaching work')</i>
<input type="checkbox"/>	I confirm that I am not prohibited from being involved in the management of an independent school <i>(do not tick this box if the role for which you are applying is not a management role)</i>
<input type="checkbox"/>	I confirm that, to the best of my knowledge, I am not disqualified from working in early years provision or later years provision with children under the age of eight <i>(do not tick this box if the role for which you are applying does not involve the provision of 'childcare')</i>
<input type="checkbox"/>	I confirm that the information I have given on this application form is true and correct to the best of my knowledge
<input type="checkbox"/>	I understand that providing false information is an offence which could result in my application being rejected or (if the false information comes to light after my appointment) summary dismissal and may amount to a criminal offence

Signed:

Date:

Where this form is submitted electronically and without signature, electronic receipt of this form by the School will be deemed equivalent to submission of a signed version and will constitute confirmation of the declaration at Section 13. If you are short-listed for interview you will be asked to physically sign a hard copy of this declaration at the point of interview.