



THE SECKFORD FOUNDATION

APPLICATION AND RECRUITMENT PROCESS EXPLANATORY NOTES

APPLICATION FORM

- Applications will only be accepted from candidates completing the enclosed Application Form in full. CV's will not be accepted in substitution for completed Application Forms in the absence of good reason, although you may refer to the CV in the relevant section of the application form.
- Applications submitted by email only will not be accepted. You should also submit a signed, hard copy of your application by the closing date.
- Candidates should be aware that all posts in the Foundation involve some degree of responsibility for safeguarding children and/or vulnerable adults, although the extent of that responsibility will vary according to the nature of the post. Please see job description for the post.
- Accordingly this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as 'spent' must be declared.
- Where appropriate the successful applicant will be required to complete an enhanced disclosure from the Criminal Records Bureau at the appropriate level for the post.

INVITATION TO INTERVIEW

- Successful candidates will need to provide documents confirming any educational and professional qualifications that are necessary or relevant for the post (eg the original or certified copy of certificates, diplomas etc). Where originals or certified copies are not available for the successful candidate, written confirmation of the relevant qualifications must be obtained from the awarding body.
- Successful candidates must also provide:
 - a current passport or new style UK driving licence including a photograph and birth certificate.(full version only).

- An item of address related evidence e.g. utility bill, bank, credit card or mortgage statement bearing the candidates name and current address
- A National Insurance card and/or P60
- Work Permit where applicable

Please note that originals of the above are necessary. Photocopies or certified copies are not sufficient.

CONDITIONAL OFFER OF APPOINTMENT: PRE-APPOINTMENT CHECKS

Any offer to a successful candidate will be conditional upon

- receipt of at least two satisfactory references (if these have not already been received)
- verification of identity and qualifications
- a check The Children’s Barred List/Adult’s Barred List as appropriate
- a satisfactory enhanced CRB Disclosure
- where the successful candidate has worked or been resident overseas in the previous five years, such checks and confirmations as the school may require in accordance with statutory guidance.
- declaration and/or verification of medical fitness
- satisfactory completion of the probationary period where applicable.

REFERENCING

- We will seek references on selected candidates and may approach previous employers for information to verify particular experience or qualifications at the time we are ready to make a conditional offer of employment.
- If you are currently working with children or vulnerable adults, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to children, young persons or vulnerable adults (whether the disciplinary sanction is current or time expired), and whether you have been the subject of any child/vulnerable adult protection allegations or concerns and if so the outcome of any enquiry or disciplinary procedure.

- If you are not currently working with children or vulnerable adults but have done so in the past, that previous employer will be asked about those issues. Where neither your current nor previous employment has involved working with children or vulnerable adults, your current employer will still be asked about your suitability to work with children or vulnerable adults, although it may where appropriate answer not applicable if your duties have not brought you into contact with children, young persons or vulnerable adults.
- You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected.

PLEASE NOTE;

Where a candidate is:

- found to be on The Children’s Barred List or The Adult’s Barred List, or the CRB disclosure shows s/he has been disqualified from working with children by a Court; or
- found to have provided false information in, or in support of, his application; or
- the subject of serious expressions of concern as to his/her suitability to work with children

the facts will be reported to the Police and/or the appropriate regulatory/statutory body.