



APPLICATION AND RECRUITMENT GUIDANCE NOTES

These notes have been put together to help you complete your application. Please read them carefully.

Application Form

- Applications will only be accepted from candidates completing the relevant Teaching or Non-Teaching Application Form in full. CV's will not be accepted.
- Your application is the first step in the process we use to choose employees. It plays an important part in deciding whether or not we invite you to the next stage of the process. Our decision on who to invite will be based on the information you give in your application.
- Make sure that you complete the form as fully as possible, failure to do so may mean we are unable to shortlist your application. We are unable to make assumptions about you or your abilities so please make sure that you give full details on your application. Ensure that a **full** employment history **including commencement and termination dates** are given.
- Please provide contact details for at least two referees. This should include your current employer, or most recent employer, and most recent employment where you have worked with children (where relevant). If you are in, or have just completed, full-time education, one referee should be from your School, College or University. Referees must be an appropriate senior person and able to comment on your skills and abilities in relation to the post. References from schools will need to be confirmed by the headteacher.
- Testimonials/references will not be accepted unless the College has requested them.
- We believe in valuing diversity and are committed to equal opportunities. To make valuing diversity work, we need to monitor the effectiveness of our policies. This is why we ask you to complete the Equal Opportunities Monitoring form (the first page of the application form). Once received, we will separate it from your application and it will not form part of the selection process. If you are successful, the information will be transferred to our computerised personnel system. The information will be kept in strict confidence at all times.
- Application forms must be returned by 10am on the closing date. Late applications will generally not be considered and certainly not once short-listing has commenced.
- We are committed to providing the best possible care and education to our pupils and safeguarding and promoting the welfare of children and young people, and expect all staff to share this commitment. **ALL** school and college staff have a role to play in safeguarding children and have a responsibility to provide a safe environment in which children can learn. Accordingly, this post is exempt from the Rehabilitation of Offenders Act 1974 and you are required to declare information on any convictions, cautions, reprimands or final warnings, which would not be filtered in line with current guidance (see: [DBS filtering guide - GOV.UK \(www.gov.uk\)](#)). Therefore, if you have received a conviction or caution, which would not be filtered in line with current guidance, you must provide details in section 12 of the application form, including any convictions in a court of law outside of Great Britain and any prosecutions that you have pending. A criminal record will not necessarily be a bar to obtaining a position.
- Application forms will be passed to the interview panel for short-listing. Short-listing is a process whereby the information which you provide on your application form, is marked against the defined criteria as detailed in the person specification. The panel will consider the overall quality of the applications and invite those applicants that best meet the essential and desirable criteria to interview.

Unsuccessful Application

- If you are not successful in your application at the short-listing stage, you will be notified by email.
- The principle reasons for not short-listing candidates will be:
 - Insufficient detail (as set out in the Person Specification)
 - Does not meet essential criteria
 - Meets essential criteria but other candidates are available who also meet the desirable criteria
 - Candidate withdrew their application

Interview Process

- Invitations to interview are usually made via email.
- If you are invited to interview, please inform us if you require any particular arrangements, specific access or other support to be made. Where lunch is provided as part of the interview process (this will be made clear in the interview schedule), please inform us of any dietary requirements.
- We will seek references on short-listed candidates prior to interview (where permission has been given).
- Prior to the interview date, you will need to provide **three** items of identification to enable us to validate your identity for DBS purposes. The list of acceptable documents can be found here: [Documents to support DBS Application.pdf](#). The successful candidate will be required to bring the original documents to College for verification.
- Prior to the interview date, you will need to demonstrate your right to work in the UK by providing evidence from this list: [Right to Work Document List.pdf](#). The successful candidate will be required to bring the original documents to College for verification.
- A full listing of the acceptable identification documents will be emailed to you if you are invited to interview. **Originals must be provided – photocopies or certified copies are not sufficient.** Copies will be taken and held pending the outcome of the interview.
- Prior to the interview date, you will need to undertake an online check which helps us to identify any incidents or issues that have happened, and are publicly available online, which we might want to explore with you at interview.
- Candidates will be sent an Applicant Sensitive Information form by email which they must complete and return prior to their interview via email.
- Candidates who have submitted their application form electronically will be asked to sign a hard copy (this will be provided) before being interviewed, to declare that it is true and accurate.
- You will need to provide **original** qualification certificates specified as essential to your post in the Person Specification.
- Depending on the nature of the post, you may also be required to undertake appropriate tasks/ presentation/teaching observation as part of the interview process. If this is the case, full details will be provided in the interview schedule.
- Please note that failure to declare anything or factual inaccuracy in your application or interview could lead to summary dismissal.

Successful at Interview

- If you are successful at interview, you will receive a verbal offer of employment followed by a formal offer letter. The offer will be subject to a number of pre-employment checks:
 - A satisfactory Enhanced DBS (with Barred List check) clearance,
 - A Satisfactory Pre-employment Health Assessment,
 - Satisfactory evidence of relevant qualifications,
 - A satisfactory Applicant Sensitive Information Form (Declaration of Criminal Record and Other Relevant Information),
 - A satisfactory online check,
 - Verification of your right to work in the UK,
 - Receipt of references which we find entirely satisfactory to account of employment or education (including any gaps),
 - For those who have lived outside of the UK in the last five years: A Certificate of Good Conduct/Police Check from the relevant country/ries,
 - For those with Qualified Teacher Status: A satisfactory Prohibition, Direction, Sanction and Restrictions Check,
 - For those who qualified or have taught outside of the UK: Satisfactory checks to determine any restrictions/sanctions that have been imposed,
 - For Nursery staff: A satisfactory Applicant Sensitive Information Form – Declaration of Criminal Record and Other Relevant Information
 - For SLT/HOD: A satisfactory Section 128 Barring Direction Check
- Once these checks are satisfactorily completed, we will agree a start date with you and provide you with further information relating to your employment, including a contract, staff handbook etc.
- The employment of support staff is subject to the satisfactory completion of a probationary period of six months.

Unsuccessful at Interview

- If you are not successful at the interview stage you will be notified by email.
- The principal reasons for not appointing candidates following interview will be:
 - Severe weakness in the quality of responses to questions and activities undertaken (as set out in the Person Specification)
 - Weaknesses in the quality of the responses to questions and activities undertaken (as set out in the Person Specification)
 - Other candidates more proficient
 - Unsatisfactory references
 - Candidate withdrew from the interview process
- If you require feedback on your performance, please put your request in writing to the Human Resources Team (recruitment@exmouthcollege.devon.sch.uk) and feedback will be provided to you.

We hope that this guidance helps you during the recruitment process and that you are successful in your search for a job with Exmouth Community College