



**Application For Employment**

<b>Post Applied for:</b>
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**PERSONAL DETAILS:** (Please complete in block capitals and black ink)

Surname:	Address:
Preferred Title: Mr/Mrs/Miss/Ms	
First Name(s):	Post Code:

Previous Name: (if applicable)	Tel Home:
DfE No (if applicable)	Tel Work:
Email Address:	Tel Mobile:
National Insurance No.	

**EDUCATION, TRAINING AND QUALIFICATIONS**

Name and address of School Attended	From	To	Full or Part-time	Qualification Gained	Grade	Award Date

FURTHER/HIGHER Establishment name and course attended	From	To	Full or Part-time	Qualification Gained	Grade	Award Date

**DETAILS OF PRESENT OR MOST RECENT EMPLOYMENT**

Employer:	
Title of Post:	Date Appointed: <span style="float: right;">Date Left:</span>
Full or Part Time:	Period of notice required:
Basic Salary:	Allowances:
<b>Reason for wishing to leave current post/leaving previous post:</b>	

**PREVIOUS EMPLOYMENT OUTSIDE EDUCATION**

Employer:	Post:	Full/Part Time	From dd/mm/yyyy	To dd/mm/yyyy

**PREVIOUS EMPLOYMENT IN EDUCATION**

Employment Authority and Establishment:	Post:	Full/Part Time	From dd/mm/yyyy	To dd/mm/yyyy

Please give details of periods of time not accounted for above which may include unpaid/voluntary work or family commitments:	From dd/mm/yyyy	To dd/mm/yyyy

**OTHER QUALIFICATIONS AND TRAINING COURSES COMPLETED**

Training Course	Date Completed	Qualification (if any)

**PROFESSIONAL QUALIFICATIONS**

Awarding Body	Date Awarded	Grade of Member

**SUPPORTING STATEMENT:**

Please give details of how you consider your experience, knowledge, skills and personal qualities meet the requirements of the post as outlined in the job description.  
Use a continuation sheet if necessary.

**REFERENCES**

- Please give the names, addresses and telephone numbers (and email address if applicable) of two referees, who should not be related to you and who we may approach for information about your suitability for the post.
- One Referee must be your current or most recent employer or school/college tutor if this is your first job.
- The second referee should be a previous employer or someone who knows you professionally and can comment on your suitability for the post.
- Please indicate if you do not wish us to approach referees prior to interview by putting an 'x' in box below.

<input type="checkbox"/>	Name:  Address  Postcode:	Occupation:  Phone Number:  Email Address:  Capacity in which this referee knows you:
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<input type="checkbox"/>	Name:  Address  Postcode:	Occupation:  Phone Number:  Email Address:  Capacity in which this referee knows you:
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## ADDITIONAL INFORMATION

Do you require a work permit to work in the UK?	YES/NO
Do you hold a current driving licence?	YES/NO
Do you have independent means transport?	YES/NO
Are you related to a current member of the School staff or Governing Body?	YES/NO
Failure to disclose such information may disqualify you. If yes please give details:	

## DISCLOSURE OF CRIMINAL BACKGROUND

Because of the nature of the work for which you are applying, enquiries will be made of the Disclosure and Barring Service to ascertain whether or not your records reveal any criminal convictions. The School is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands and final warnings (including those which would normally be considered “spent” under the Act), must be declared except for those to which the DBS Filtering Rules apply (see Appendix A). Having a criminal record will not necessarily bar you from obtaining a position at Aldenham.

Have you been convicted by the courts for any criminal offence? YES/NO

Is there any relevant court action pending against you? YES/NO

Have you ever received a caution, reprimand or final warning from the Police? YES/NO

If you answer ‘YES’ to any of the above, please provide details in a sealed envelope marked ‘confidential’ and return with this form. All information relating to the disclosure of convictions are handled in accordance with the DBS’s Code of Practice, a copy of which is available on request from the School.

## ASYLUM AND IMMIGRATION ACT

Under the terms of the Act, it is an offence to employ an employee, or an apprentice aged 16 or over, who has no immigration authorisation to work in the UK. Therefore, should your application be successful you will be required to provide proof of eligibility to work in the UK.

## DECLARATION

This application will be processed within the terms specified by the Data Protection Act 1998. I hereby explicitly consent to the School collecting, holding and otherwise processing personal data (including ‘sensitive’ personal data) relating to me for the purposes necessary within the employment process. If you are the successful candidate, relevant information will be taken from the form and used as part of your personal record, held by the Human Resources Department and your immediate line manager.

I confirm that I am not on the DBS Childrens’ Barred List, disqualified from work with children or subject to sanctions imposed by a regulatory body.

**I hereby certify that the information given above is correct to the best of my knowledge and that I have not omitted any material facts. I understand that the provision of false or misleading information would be grounds for dismissal, or would preclude me from being offered work with the School.**

Signed: ..... Date: .....

RETURN FORM TO: Mrs Carol Angove c/o The Aldenham Foundation, Aldenham School, Aldenham Road, Elstree, Herts, WD6 3DA or to [HMSecretary@aldenham.com](mailto:HMSecretary@aldenham.com)

## APPENDIX A

### DBS filtering rules and Spent Convictions

#### Filtering rules

You are not required to disclose information about spent criminal convictions if you were over 18 years of age at the time of the offence and:

- 11 years have elapsed since the date of conviction; **and**
- it is your only offence; **and**
- it did not result in a custodial sentence; **and**
- it does not appear on the list of "specified offences"

You are not required to disclose information about a spent caution if you were over 18 years of age at the time of the offence and six years has elapsed since the date it was issued, and provided it does not appear on the list of "specified offences".

You are not required to disclose information about a spent criminal conviction if you were under 18 years of age at the time of the offence and:

- five and a half years have elapsed since the date of conviction; **and**
- it is your only offence; **and**
- it did not result in a custodial sentence; **and**
- it does not appear on the list of "specified offences"

You are not required to disclose information about a spent caution if you were under 18 years of age at the time of the offence and two years has elapsed since the date it was issued, and provided it does not appear on the list of "specified offences".

The list of "specified offences" that will always be disclosed can be found at:

<https://www.gov.uk/government/publications/dbs-list-of-offences-that-will-never-be-filtered-from-a-criminal-record-check>

#### Spent convictions

Sentence	Rehabilitation period (in all cases the period commences from the date of the conviction)	
	Aged over 18 at time of the conviction	Aged under 18 at the time of the conviction
Prison sentence for a term exceeding 6 months but less than 2.5 years	10 years	5 years
Prison sentence for a term of 6 months or less	7 years	3.5 years
Fines, probation, compensation, community service, reparation orders, curfew orders	5 years	2.5 years
Absolute discharge	6 months	6 months

Prison sentences of more than two and a half years never become spent