

Guidance Notes for Job Applicants



Please read these guidance notes carefully before completing your application form, along with the Information about the College and the Equal Opportunities and Recruitment of Ex-Offenders information. You must also read the job description and person specification to help you decide if you are a suitable person for the job.

The application form is an important part of the selection process. Please complete it as fully and accurately as possible. Please do not send us your CV.

Application methods

Our application form is available in two formats – Microsoft Word and Adobe PDF. You can download a form from our website or request a copy by emailing hr@varndean.ac.uk or telephoning 01273 546637.

Download an [application form](#) (PDF)

Or

Download an [application form](#) (Word) which can be saved on your system and then returned by email.

Equal Opportunities monitoring form

Please complete the form in full but do not detach from the application form. This will be done by the HR department on receipt of your application form. This information will not be seen by the shortlisting panel or used for selection purposes. We are keen to maintain our commitment to Equal Opportunities and therefore information on age, gender, race and disability are kept strictly separate from the application form.

If, as a result of a disability, you need any help with completing your application form you should contact the Human Resources Team on 01273 546641. Equally, if you need special arrangements to be put in place should you be invited for interview, please indicate this in the relevant section of the application form.

Completing the application form

The application form should be completed in black ink or type. You are advised to read through each section carefully.

Personal Details: Make sure that your name and address, with your telephone number is legible.

Education and Personal Training: Please complete as fully as possible, giving details of all formal qualifications and training obtained with dates of award.

Present or Most Recent Employment: Provide details of your present or most recent employment and describe your key roles and responsibilities.

Previous Employment: Starting with the most recent first, list all the employers you have worked for, providing the period you worked for them, your job title and key responsibilities. If there has been a gap in your employment record please account for this in your application. Continue on a separate sheet if necessary.

Further Supporting Information: This is the most important part of the application. You should use this section to demonstrate your suitability for the job. Complete this section as fully as possible outlining how your skills, knowledge and experience meet the essential requirements for the job. Read the job description, person specification and the advertisement to make sure you know the type of person we are looking for. Use the criteria in the person specification as headings and give examples of your experience and skills under each heading. You can use skills you have gained from community and voluntary work, leisure interests and your home life, as well as those from your past and present employment. You can supply further information on a separate sheet.

Continuing Professional Development: Please provide details of any further training, voluntary work or qualifications you have gained as part of your professional development.

Membership of Professional Institutions: You may be a full or student member of a professional organisation, so please state the membership category. You may also state details of any lapsed membership.

References: Please provide details of two referees, including one from your present or most recent employment. Referees must be people who can comment authoritatively on your personal and professional competence. Referees should not be friends, relatives or immediate colleagues. If you have not been employed before, please give the name of your headteacher, lecturer or similar. You should indicate on the application form if you do not wish the College to contact your current employer before interview. References will normally be taken up for shortlisted applicants only.

If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences relating to children, including any for which the penalty is time expired and whether you have been the subject of any child protection concerns, and if so, the outcome of any enquiry or disciplinary procedure. If you are not currently working with children but have done so in the past, that previous employer will be asked about those issues.

Health Check: It is important that you indicate details of ill health and absence from work during the last 3 years of employment.

Disclosure of Criminal Background: The College is committed to safeguarding and promoting the welfare of children and vulnerable adults, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Criminal Records Bureau. Having an 'unspent' conviction will not necessarily bar you from employment. This will depend on the circumstances and background to your offence(s). Further details are available in the Recruitment of Ex-Offenders policy.

The nature of this post requires the College to undertake Enhanced Criminal Records check on the appointed candidate for any convictions which make it undesirable for the candidate to undertake this post. This will include details of cautions, reprimands or final warnings, as well as convictions. **Under the terms of the check you are not entitled to withhold information about convictions which for other purposes are "spent" under the provisions of the rehabilitation of Offenders Act 1974.**

Please note that a conviction, bind-over or caution will not automatically disqualify you from employment, but any failure to disclose is likely to result in your dismissal. By signing the application form, you will be acknowledging that you understand that a criminal records check may be made.

Other information

- In the interests of economy, no acknowledgement will be sent on receipt of completed application forms. All applications received will be considered together and all candidates will be notified of the result of the application.
- The College has a responsibility to check that all of its employees are entitled to live and work in the UK. All candidates who are invited for interview will be required to prove that they are eligible by bringing in an official document, such as a passport. Candidates will also be required to produce any relevant examination certificates if a necessary requirement for the post.

- We do not accept CVs and ask all applicants to complete our application form. This is in line with our Equality and Diversity Policy and ensures that information about candidates is presented in a standard format. The exception to this is candidates with a disability where a CV might be the most convenient method of application. Applicants from disabled candidates may also be accepted in Braille or on cassette – please let us know if you require additional assistance.
- By signing the declaration on the application form you are giving the College explicit consent to process your personal data. Your consent is conditional upon the College complying with its obligations and duties under the Data Protection Act 1998. If you return the form by email, you are deemed to have accepted the conditions through the act of emailing your application to the College.

Shortlisting and interviews

- Your application form is an important part of our recruitment process. The information you provide on the form and other supporting information is the only information we will use in deciding whether or not you will be shortlisted for interview. If you do not clearly demonstrate how you meet the essential criteria in the person specification, it is unlikely that you will be shortlisted for interview.
- If shortlisted for interview, candidates will be required to bring with them some evidence of their eligibility to work in the UK, ID and address evidence, proof of relevant qualifications and proof of any name changes.
- Interviews will be conducted by a panel who will ask the same basic set of questions to each candidate, including questions relating specifically to each candidate's suitability to work with children. The interview questions are intended to allow you to expand on your application and to show the panel how closely you meet the requirements of the post.
- The interviewing panel will assess the candidates using a scoring system and take notes. A record of the assessment is retained.
- Any candidate who considers that he or she has been unfairly discriminated against at any stage of the recruitment process by reason of race, colour, nationality, ethnic origin, age, disability, sex, religion or belief, marital status or by any other condition or requirement which cannot be shown to be justified, should submit a complaint in writing to the Chair of the Corporation, at the earliest opportunity.

Contact details

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Surrenden Road
Brighton
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