

# Teaching Assistant

## Applicant Information

A central collage of diamond-shaped photographs showcasing diverse student activities. The images include: a boy in a lab coat conducting a chemistry experiment with fire; a girl in safety goggles working with laboratory glassware; two boys collaborating at a desk; a boy running on a track; a girl playing the piano; a group of students in a band; a boy painting a large red heart; a girl writing at a desk; a boy playing cricket; a girl smiling while speaking into a microphone; and several other scenes of students engaged in learning and extracurricular pursuits.

**ASPIRE ENJOY ACHIEVE**



# Soar Valley College

A SPECIALIST MATHS AND COMPUTING COLLEGE

**ASPIRE ENJOY ACHIEVE**

Dear Applicant,

## **Teaching Assistant Level 2**

Thank you for your interest in the above vacancy at Soar Valley College. Teaching Assistants can, and do, make an invaluable contribution to the achievement of our young people and we are seeking to recruit enthusiastic, hardworking individuals with excellent communication and interpersonal skills to join our excellent team in the new academic year. Our Teaching Assistant posts are temporary for one year in the first instance, as special needs provision is dependent on associated funding, but many are subsequently made permanent.

The post also offers opportunities to assume additional responsibilities for suitable candidates by contributing to, for example, Breakfast Club, if this is of interest (attracting additional remuneration).

I know I'm biased, but Soar Valley is a fantastic place to work! Turnover of staff is very low, and we even have staff who have left and then returned to us, a measure of the 'family feel' here (albeit a very large family!). We have a unique ethos, are a very cohesive team, and are genuinely very inclusive as a school. We value effort above all else with students; all can achieve, and they do, achieving excellent outcomes, of which we are very proud. Even more pleasing though, are the superb relationships we have in the school, between all, which make it a great place to work, and an excellent place to begin or continue your career in the education sector.

Our SEND team really is excellent, and is superbly led by our amazing SENDCo, who also leads the city-wide network. There are opportunities for progression, both within the team and also for those wishing to move on to gain a teaching qualification, which a number of our Teaching Assistants have done over the last few years. This may be of interest to you, or you may wish to just come because you wish to make a difference to the lives of children – either way we would love to hear from you.

Plenty of further information in respect of this vacancy and the school can be found in this pack and on our website, which will assist you in completing your application. I hope you find this of interest and look forward to receiving completed application forms.

If you would like any further information regarding the post, please do not hesitate to contact us on [sstone@soarvalley.aspirelp.uk](mailto:sstone@soarvalley.aspirelp.uk) and we will get back to you as soon as possible.

Once again thank you for showing an interest in the post and I look forward to receiving and reading your application.

Yours faithfully,

Julie Robinson  
Principal

## General Information

We are justifiably proud of our school, in particular the caring, inclusive ethos, our high standards and our achievements. Our school motto of 'Aspire, Enjoy, Achieve' is more than just words. It really does sum up our ethos; that of working with every individual to ensure they do the best they possibly can in a supportive environment rich with opportunities. More on this can be read in our prospectus, which is available on the school website [www.soarvalley.aspirelp.uk](http://www.soarvalley.aspirelp.uk)

We are an Outstanding 11-16 community, comprehensive school in the city of Leicester with approximately 1560 students on roll currently, and are heavily oversubscribed every year with more first choice applications than places available, despite increasing the number of students per year group from 255 to 312. Students come from very diverse ethnic, cultural and religious backgrounds, which contributes to our unique ethos, with the vast majority (around 90%) coming from ethnic minority backgrounds. Most of our students have a first language which is not English and approximately a third qualify as Pupil Premium.



Judged as Outstanding back in 2014, we are delighted to report that the school has been judged as Outstanding in all areas in our most recent inspection, March 2025. In many ways practice now is even better than it was back in 2014. We are always outward-looking, liaising with other schools both locally and nationally, and inviting in external partners to review aspects of our provision on a regular basis.

*"Leaders, including governors and trust leaders, demonstrate a relentless aspiration for excellence. As a result, they are continuously looking for areas to improve. All staff contribute to policy making, leading to staff feeling involved and empowered. As a consequence, there is a commitment to the application of policies both consistently and effectively." (Challenge Partners 2023)*

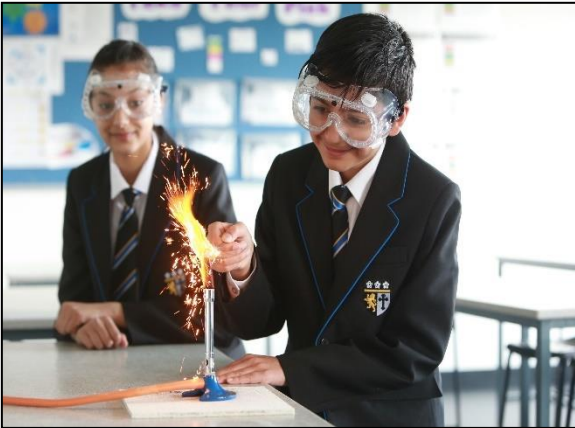
As part of the first wave of the BSF programme in Leicester, we moved to a new building in 2009. Our highly impressive school building offers excellent accommodation and facilities for all areas of the curriculum and the local community. We also have our own Training Centre, which is used as our Trust base as well as for a wide range of CPD activities, and has proved to be extremely successful.

*"The conduct and manners of the vast majority of pupils are impeccable. This is a significant strength of the school. The school lives and breathes its values. Pupils feel a sense of belonging. They are proud and privileged to be a member of the school." (External review 2024)*

Achievement is impressive. When students start with us their prior attainment is below or at national averages. However, outcomes at the end of Key Stage 4 are significantly above national averages. Both attainment and progress measures are very strong. A Progress 8 figure of +0.7 in both 2024 and 2023 puts us amongst the best schools in the country (at least the top 7%), with our disadvantaged students also performing well above the standards for all children nationally.



Attendance is also excellent, in the top 10% of schools nationally, when compared to similar schools and all schools, and amongst the very best in the city of Leicester. The vast majority of our students, around 97%, go on to further education or training, mainly at local sixth form colleges.



Our most important asset is our staff. We invest in making sure staff are well-developed and supported, with professional development being a key feature of our work. There is a multi-faceted programme for staff at various stages of their career and to meet particular needs. For example, every new member of teaching staff, regardless of experience and responsibility, is allocated a Teaching and Learning Coach, an experienced Soar Valley teacher with whom they can discuss and reflect on teaching strengths and areas for development, a strategy which has proved very popular and developmental.

We have taken several measures to reduce workload for staff, and feedback is always positive. A copy of our Wellbeing Charter compiled by staff is included in this pack.

Many of our staff, both from the teaching and support staff teams, have been promoted internally, often in competition with an external field, and this is a reflection of both the fact they wish to stay and of the development they receive.

*“Leaders are accurate about their self-evaluation of the school. The strong values inform the way policies are designed, stakeholders are engaged with, and ambitious targets are set. Leaders encourage reflective practice. They invest in their greatest asset, the staff.” (External review 2025).*

Another significant strength of Soar Valley, of which we are very proud, is the range and quality of the extra-curricular activities that staff offer. Opportunities are too numerous to mention here but we have, for example, a thriving Duke of Edinburgh programme, an extensive sports programme and are also very active within performing arts. Trips and visits are numerous. We are proud of the fact that we were the first school in the county to gain the Quality in Study Support Award at each level which recognises this outstanding provision. We have very strong links with our feeder primary schools through both curricular and extra-curricular activities.



*“The school excels in fostering the personal development of pupils through a wide range of high-quality experiences. It offers exceptional opportunities for talent and interest development, benefiting all pupils, including disadvantaged pupils and those with special educational needs. Leaders have created a harmonious community where pupils and staff are proud of their school and are exceptionally kind to each other.” (External review 2024)*

We also have a wide range of activities on site in the evenings and at weekends that benefit the wider community. The school is open until 10pm most evenings and at the weekends, with the facilities mainly booked for sporting activities. A number of events are also held at the college by various faith communities. Parents are generally very supportive of the school and the benefits that it brings for their children, with students making an outstanding contribution to their community.



Soar Valley is the lead school in Leicester's newest multi-academy trust, Aspire Learning Partnership, and the development of relationships with other schools, both secondary and primary, is bringing further benefits. In addition, we have been the 'hub' school for mathematics development across the whole city for many years, and we hold regular meetings for all heads of department across the city, along with an annual CPD conference. Soar Valley is now also the Hub school for science, art, and SEND, a reflection of the high-quality leadership across the school and at all levels.

Most secondary and special schools in Leicester belong to the Leicester Education Improvement Partnership (LEIP), an alliance of schools in the city offering support and challenge to each other, and the office for which is situated within our Training Centre. The partnership is very strong and brings a number of distinct benefits to the city and member schools.

*"The school is unfailingly ambitious for the achievement of pupils, including those with special educational needs and/or disabilities (SEND). Pupils rise to and exceed the school's high expectations and consistently achieve highly. Pupils are curious and very keen to learn." (Ofsted 2025).*

Thank you for your interest in our school. We believe it is a unique place, one where staff and students are proud to belong. Please do look at our website and our X (Twitter) page @soarvalley16 to gain more information and a flavour of what we are about. Visits are welcomed; please just contact us.

Updated April 2025



## Learning Development Department



*"A college with an inclusive vision that is shared by all staff. This shines across all aspects of the college life."*

External review of SEND Provision, September 2019

At some stage during their education, many students may need additional support with some aspect of their learning. The Learning Development Department co-ordinates and provides support for, and liaises closely with, all other departments and the college's Inclusion team.

The Learning Development Department is an experienced, caring and lively team that offers support across the school. We have embraced the challenge of implementing the SEND Code of Practice and we all work towards ensuring this is fully in place. The department is comprised of 2 teachers, both qualified SENDCOs, and also 19 Teaching Assistants currently, most of whom work across the curriculum. Some are linked to specific departments, such as Mathematics, English and Science. Some of our Teaching Assistants have additional responsibilities, at HLTA and Level 3, for specific areas of student need.

We work closely with Local Authority specialists including the LCI (Learning, Communication and Interaction) Support Team, Speech and Language Therapy Service, Visual and Hearing Impairment Teams, SEMH Team and Educational Psychology Service. Guidance and CPD is provided for all classroom teachers to assist them with their planning and delivery of the curriculum to students with specific needs.

Our interventions may involve some withdrawal from mainstream lessons and/or in-class support, as well as range of morning interventions carried out during tutor time. Withdrawal enables students to receive specific and focused intervention to accelerate progress in a particular skill area. Typical interventions include literacy programmes, social communication groups, speech and language work to support developmental delay or language development to support bilingual learners. In Years 7 - 9 we make use of a range of programmes, for reading (including phonics), writing and mathematics.



In Year 7 some students are selected to study a number of subjects within a small group situation, our Plus group, delivered by fewer teachers. This environment is beneficial for students who have learning needs and are particularly vulnerable, providing a more gradual transition from primary to secondary education.





Students who have limited English language have a mainstream timetable including withdrawal to participate in an intensive language development programme. Individual strategies are devised to assist teachers in supporting students to access the curriculum. This is enhanced by in-class support.

At Key Stage 4 further provision for the development of social, communication and literacy skills is offered, and we have additional courses that students may follow to complement the formal curriculum. This delivery is shared between various specialists within the Learning

Development Department and subject teachers, with whom we work very closely.

Outcomes for SEND students are excellent, with high levels of progress across the curriculum, in fact they have been higher than those non-SEND students in some recent years. We have regular external reviews and feedback is always glowing. The structures, quality of support, intervention strategies, assessment and monitoring processes, and much more are all seen to be excellent. Our SENDCo is highly regarded by parents, students and other professionals, and she has supported other schools in developing their SEND provision.

*“The review team has been overwhelmed by the SEND students at Soar Valley College, they have consistently talked about and demonstrated how they feel safe, happy and optimistic of a successful future. During the student voice several said that “even if they could change anything, they would keep it just as it is”.*

January 2025

# JOB DESCRIPTION

## TEACHING ASSISTANT LEVEL 2

Hours of work: Monday – Friday 8.15am – 3.05pm  
31.65hrs per week x 38 weeks, plus 18 hours training days, 1220.70hrs pa (73% FTE)

Grade 3, Points 5-6 £24,790 - £25,183

Actual Salary Pro Rata £18,096 - £18,383

### Student Support

- Assist with the supervision of students as they arrive to school and moving between lessons.
- Provide students with level and type of support specified by the teacher in lessons.
- Support individual or groups of students during independent/group work and with some interventions (e.g. explaining tasks, reinforcing key objectives, concepts or vocabulary; using practical apparatus or specialist equipment).
- Assist in the personal, social and emotional development of students and in the development of communication skills and self-esteem.
- Monitor and provide for the general care, safety and welfare of students (excluding duties of designated first aid officer). This may include the need for personal care, providing this within the Health and Safety guidelines as necessary.
- Accompany students as directed within school and on educational visits/trips, in accordance with an appropriate risk assessments.

### Teacher Support

- Contribute to curriculum planning, evaluation and implementation
- Provide feedback to the teacher about the learning activities and responses to them.
- Monitor individual or group achievement of key objectives and feedback to the teacher.
- Carry out, under direction, the assessment of individuals or groups of students.
- Participate in record-keeping – e.g. provide verbal and written information to contribute to the planning and review of student progress and support.
- Support the implementation of strategies to manage student behaviour.
- Undertake routine administrative tasks.

### School Support

- Maintain confidentiality according to organisation and legal requirements; adhere to/maintain school policies, routines and codes of conduct and support the ethos of the school.
- Be aware of and practise within equal opportunities policies and principles and health and safety regulations. Seek to prevent accidents and report these to the designated person in school.
- Be aware of and practise according to the Safeguarding & Child Protection Policy.
- Undertake other duties that can reasonably be expected of and are relevant to the level and nature of the post.

**Soar Valley College shares a commitment to safeguard and promote the welfare of children and young people. Our commitment is underpinned by robust processes and procedures that seek to maximise opportunity, minimise risk and continuously promote a culture that embraces the ethos of safeguarding amongst our workforce.**

**This post is Exempt from the Rehabilitation of Offenders Act 1974 and subject to a DBS Disclosure check.**

The duties outlines in this job description do not necessarily give a comprehensive definition of the post and may be reviewed and amended at any time, after consultation with the post holder. Non-teaching posts at Soar Valley College are evaluated, for equal pay purposes, using the Leicester City Council Single Status Agreement and this job description is the College's addendum to the relevant (closest fit) 'generic' job description used to evaluate the grading of the post. Any issues arising in respect of equal pay will always be dealt with by reference to the generic job description and not the College addendum.

The relevant generic job description for this post is Teaching Assistant (Level 2), Post No. E9001c. This job description can be obtained via the LCC Extranet or via the Personnel Manager upon request.



# Person Specification

## Teaching Assistant (Level 2)

| Appointment Criteria  | Essential/<br>Desirable                           |
|---|---|
| <b><u>Qualifications</u></b> <ul style="list-style-type: none"> <li>English GCSE (A*- C) or equivalent</li> <li>Maths GCSE (A*- C) or equivalent</li> </ul>   | E<br>E  |
| <b><u>Experience</u></b> <ul style="list-style-type: none"> <li>Have experience of supporting learning for children</li> <li>Have attended training or have current knowledge on aspects of the curriculum, e.g. literacy, numeracy, ICT, behaviour management, SEN, EAL, Teaching and Learning.</li> <li>Have an up-to-date understanding of the role of a teaching assistant in a secondary school.</li> <li>Have experience of working with children of secondary age</li> </ul>   | D<br>D<br>D<br>D                                  |
| <b><u>Skills</u></b> <ul style="list-style-type: none"> <li>Be able to relate well to both children and adults having good communication and interpersonal skills.</li> <li>Have empathy with students, especially those with learning difficulties.</li> <li>Be patient and have good listening skills.</li> <li>Be able to work effectively in a team.</li> <li>Be able to take direction but be prepared to take initiative when required.</li> <li>Be able to present information effectively, verbally and in writing, to others (for formal SEN reviews etc.)</li> <li>Ability to acquire new skills</li> <li>Be able to take responsibility for planning own work when required</li> <li>Be able to transfer theory/training into practice and demonstrate skills of problem solving drawing on relevant experience</li> </ul>                     | E<br><br>E<br>E<br>E<br>E<br>E<br><br>E<br>E<br>E |
| <b><u>Qualities</u></b> <ul style="list-style-type: none"> <li>Be sensitive to the needs of children</li> <li>Be flexible and adaptable</li> <li>Be committed to undertaking appropriate induction training and other short in-service training courses.</li> <li>Be committed to own professional development, and be willing to undertake other appropriate training.</li> <li>Be trustworthy and discreet, maintaining confidentiality at all times.</li> <li>Be able to establish clear boundaries.</li> <li>Be able to work sensitively with colleagues and a range of professionals and students.</li> <li>Be committed to supporting and implementing whole school policies.</li> <li>Be pro-active in offering ideas.</li> <li>Be responsible and accountable for safeguarding and promoting the welfare of children and young people.</li> </ul> | E<br>E<br>E<br><br>E<br><br>E<br>E<br>E<br>E<br>E |
| <b><u>College Ethos</u></b> <ul style="list-style-type: none"> <li>Able to promote and develop the college as a highly successful, caring and inclusive centre of learning.</li> <li>Able to support a climate of mutual respect and achievement.</li> <li>Able to encourage the involvement and contribution of parents/carers in the education of their children.</li> </ul>  | E<br><br>E<br>E                                   |
| <b><u>Personal Attributes</u></b> <ul style="list-style-type: none"> <li>Adaptability to changing circumstances and ideas.</li> <li>Energy and enthusiasm.</li> <li>Reliability and integrity.</li> <li>Imagination and creativity.</li> <li>Forward thinking.</li> <li>Resilient.</li> </ul>   | E<br>E<br>E<br>E<br>E<br>E                        |

# Soar Valley College



## Our Staff Wellbeing Charter



### Introduction

*Our school motto is not just three words, really does mean something, and we believe Soar Valley has a unique ethos.*

*Aspire – we aim high and expect everyone to do so, students and staff alike. Our mantra of ‘effort is everything’ means all can succeed, and they do. Each child is encouraged to be the best version of themselves, and the same is true of our staff, who are fantastic!*

*Enjoy – we aim to make the school and work experience as enjoyable as possible. Working in education can be fast-paced and demanding, it is important to have fun too!*

*Achieve – we are a highly successful school, and that is not all about exam results. Our staff turnover is very low, and there are even those who have come back. All are highly valued; without any one person, the school would not be as effective, we are indeed the sum of our parts.*

*This means that we take the wellbeing of our staff seriously.*

*We recognise that staff who are valued are at the heart of the success of the school.*

*We recognise that excessive hours of work and unrealistic deadlines can be detrimental to staff wellbeing and their effectiveness and, ultimately, to the outcomes for the children in our care.*

### In light of this, leaders will:

- Be mindful of and encourage a healthy work-life balance for all staff.
- Actively look to develop and adopt efficient and effective working strategies.
- Acknowledge that the needs of the school and its staff are not static but change over time.
- Seek the views of staff on their working life on a regular basis, through both formal and informal methods.
- Respond sensitively to external pressures which affect the lives of staff members.
- Consider all new developments and filter those which will impact positively on our school and implement them in a measured way.
- Consider the effects of any new initiative on workload, considering and balancing impact on workload carefully.
- Regularly review and if an initiative/change is not having a reasonable impact, it will be removed.
- Make staff members aware of the channels which can be used to manage and deal with stress or work related health and wellbeing issues.
- Ensure an effective professional development programme for all, to ensure staff are developed in their roles and achieve a sense of satisfaction.
- Be open and receptive to feedback about policies and developments and their impact on staff wellbeing and workload.

**All staff will:**

- Assist in the development of good practice and ensure they do not, through their actions or omissions, create unnecessary work for themselves or colleagues.
- Ask for support as and when required.
- Identify opportunities for development and take advantage of those offered by the school.
- Apply for any requests for absence in advance and be open about sickness absence.
- Share their views, ideas and feelings in both formal and informal settings.
- Make sure that all feel supported and welcome, offering support as appropriate for each other.

**Some of the strategic measures to support staff wellbeing**

The focus on staff wellbeing and workload is not a new one for Soar Valley. There are a number of strategic measures which have been taken to support all staff over the past few years. The list below is not an exhaustive one but illustrates the approach.

- All teachers have a minimum of 14% non-contact time, with additional time for those with leadership responsibilities.
- There have been no written reports at Soar Valley since 2005. A review was undertaken and a simple data collection system implemented.
- There are three formal data collection points and reports home to parents during the year, one per term.
- A structured CPD programme is in place, being reviewed and revised each year to meet the needs of both the school and individuals. There is also a strong induction programme for new staff and development programmes for both newly qualified and recently qualified teachers.
- An extensive CPD library is available for staff, another opportunity to supplement professional development of staff.
- There are regular briefings for staff, both teaching and support staff, so all can remain informed and involved in developments and news in the school.
- Meetings are carefully planned to meet professional development and college improvement priorities, with only one meeting a week for most members of staff. Every effort is made to start them promptly and ensure they do not overrun.
- Considerable investment in the pastoral and inclusion teams has led to strong support in these areas with high quality staff and effective structures.
- The high quality SEND team, with well-qualified and trained teaching assistants, means detailed and supportive strategies and information are always available.
- Investment in a small but high quality EAL team means those students with the highest level of need can receive targeted intervention until they are able to access the curriculum.
- Policies and procedures, which have been introduced for behaviour management, are clear and effective. The Step system means that any student behaving inappropriately is removed from the lesson.
- Centralised detention systems support staff in ensuring high standards of behaviour.
- Much of our policy is written by staff, either through working parties or middle leader groups. Examples are the assessment policy, homework policy, marking policy, all of which have been written by staff and for staff. Where not directly written by staff, they are fully consulted in any new/amended policy through our meeting structure.
- Subject teams have a high level of autonomy to teach and structure in the way they think best. There will always be challenge to improve, and indeed often do so themselves!
- Staffing levels are high, with additional groups in many subject areas, especially at key stage 4. Class sizes at key stage 3 have been kept to an average of 26 or lower.
- There is administrative support for each department in school, as well as a full complement of technical support staff.
- The rarely cover policy means that teachers will only provide cover for absent colleagues if they are timetabled for a 'support lesson'. We employ three Cover Supervisors so that students have known cover staff, which also leads to calmer lessons.
- We have created a culture of mutual respect amongst the staff, and there are positive working relationships across the school. Support and teaching staff are all vital in the success of the school.

- Communication is open and transparent. We ensure emails are useful and endeavour to make the number sent and received manageable.

### **And some of the 'nice to haves'**

Sometimes the little things really matter, and whilst not strategic in nature, these are examples of some such things at Soar Valley:

- Samosas – we love our samosas, which appear for birthdays, other celebrations and thank yous.
- The Unicorn of Appreciation comes out about once a term, for staff to recognise others, just say thank you or well done.
- Staff sport is a regular feature on a Friday, allowing the sporty amongst us to work off the week.
- There are outdoor areas where staff can relax in summer months which are not accessible to students, such as the allotments and memorial garden.
- There are occasional staff workshops (such as making pottery decorations at Christmas).
- Free flu jabs are offered each year for staff.
- Lunch is always provided on training days and food is available prior to parents' evenings.
- Our Christmas lunch at the end of the autumn term is an annual event.
- Tea and coffee are always freely available for staff and visitors in the main staffroom.
- We party impressively at the end of terms, and there are various other social events.

### **Useful contacts:**

National Education Union - <https://neu.org.uk/advice/keeping-happy-and-healthy>

NASUWT - <https://www.nasuwt.org.uk/news/campaigns/mental-health.html>

[www.annafreud.org/what-we-do/schools-in-mind/](http://www.annafreud.org/what-we-do/schools-in-mind/)

<https://www.headspace.com/educators>

[www.mentallyhealthyschools.org.uk](http://www.mentallyhealthyschools.org.uk)

[www.Mindfulteachers.org](http://www.Mindfulteachers.org)

[www.nhs.uk/conditions/stress-anxietydepression/improve-mental-wellbeing/](http://www.nhs.uk/conditions/stress-anxietydepression/improve-mental-wellbeing/)

[www.educationsupportpartnership.org.uk/helping-you/telephone-support-counselling](http://www.educationsupportpartnership.org.uk/helping-you/telephone-support-counselling)

[www.mentalhealth.org.uk/](http://www.mentalhealth.org.uk/)

[www.mentalhealth.org.uk/sites/default/files/how-to-manage-and-reduce-stress.pdf](http://www.mentalhealth.org.uk/sites/default/files/how-to-manage-and-reduce-stress.pdf)

<https://www.educationsupport.org.uk/get-help/help-for-your-staff/wellbeing-services/school-leaders-service/>



# Guidance Notes for Applicants

These guidance notes are designed to provide you with information on completing your application form and on our recruitment process and associated policies. You should read all the guidance notes prior to completion of the application form. If you would like any further advice regarding the vacancy or the recruitment process, please contact the College directly.

When completing the application form, please refer to the following information:

- **Job Description** – this describes the main duties and requirements for the post and provides an understanding of the role.
- **Person Specification** – this describes the skills, knowledge and experience required for the post
- **Advertisement** – this will give you brief details of the job and key dates of the recruitment process.

Please ensure you complete all parts of the application form. Curriculum Vitae (CVs) are not accepted. The application form will be used to assess your skills, knowledge, and suitability for the job against the criteria on the person specification, so please ensure it is accurate and complete. Late applications will not normally be considered. We reserve the right to contact any of your previous employers/educational establishments to verify the information provided.

## **Personal Details**

Only personal information required for processing your application is requested in the main body of the application form, other personal details are not required until after shortlisting.

## **Disabled Applicants**

As an equal opportunities employer we welcome applications from disabled people. Disabled applicants meeting all the essential criteria will be shortlisted for interview or test.

If you consider yourself disabled, **please indicate this on your application form**. This will be removed by a member of staff not involved in the recruitment process, prior to shortlisting, and will not be given to the recruitment panel at any stage of the process.

Where it is necessary to reduce the shortlist of candidates using desirable criteria, the equality monitoring section will be checked by a member of staff not involved in the recruitment process to ensure if you have declared yourself as disabled, and met all the essential criteria, you have been shortlisted for interview or test.

All candidates called for interview will be asked if they require any adjustments and/or adaptations in order to attend for interview or test, and we will, as far as possible, provide the adjustments and/or adaptations required.

For successful candidates, we will make reasonable adjustments to working conditions or physical environments and will provide aids, adaptations, equipment, and support where possible.

## **Job Sharing**

We regard all posts as potentially open to job share. Pay will be pro rata to that which would apply if you filled the post on a full time basis. If you wish to be considered for job share, please indicate this on the application form. Should you be offered the post your request will then be considered.

## **Relationships/Canvassing**

Canvassing of any employee, Governor or Trustee in relation to your application will disqualify you, or if discovered after appointment may result in dismissal without notice.

## **Data Protection & GDPR**

The information you provide on your application form and any subsequent information gathered in respect of your application will be held securely, in confidence and processed in accordance with the Data Protection Act 1998.

The information you provide will be used in the following ways:

- To assess your suitability for the post
- To confirm information you have supplied, with third parties, as considered appropriate.
- To promote, monitor, and take action to ensure our recruitment policies, procedures and processes comply with legislation, our Employment Equality Policy and associated strategies and plans.
- To answer requests for information made under the Freedom of Information Act 2000 or related legislation.
- It will only be disclosed where lawful obligation applies.

Applications and related information in respect of successful candidates will be held securely on computerised and/or manual filing systems in accordance with the Data Protection Act 1998.

Applications and related information in respect of unsuccessful candidates will be held securely for 12 months in line with our recruitment and retention policy, after which time they will be confidentially destroyed.

### **Feedback/Complaints**

If you are not appointed to the post following interview, you may request feedback from the Principal, or the recruiting manager, as appropriate. You should contact the College directly who will arrange to provide helpful and constructive feedback.

If you wish to make a recruitment complaint, you should write to the Principal or recruiting manager as appropriate, at the College. If you are unsatisfied with the response, you may then write to the Chair of Governors, care of the College.

## **Safer Recruitment Applicant Information**

The College has a commitment to safeguard and promote the welfare of children and/or young people. We have robust processes and procedures to reduce risk and continuously promote a positive culture of safeguarding amongst our workforce.

The post you are applying for involves working with children and/or young people and you will be subject to The College safer recruitment process.

### **Pre- Employment Vetting**

As part of its safer recruitment and selection process, The College operates a strict pre-employment vetting procedure. All applicants will be required to undergo the checks outlined below.

### **Disclosure and Barring Service (DBS)**

Successful applicants seeking to work with children and/or young people will be required to undergo an Enhanced Disclosure; this will include a check against the Protection of Children Act (PoCA) List and List 99. For posts working with vulnerable adults, this will include a check against the Protection of Vulnerable Adults (PoVA) List.

We will also retain, with the permission of the applicant, the DBS Disclosure documents of any 'hold' candidates. These documents will be destroyed once a decision (offer and acceptance) has been reached.

Where an applicant is not normally resident in the United Kingdom or has been resident outside the United Kingdom for more than 6 months, an additional police check will be carried out with the normal or most recent country of residence.

### **Rehabilitation of Offenders & Safeguarding Children and Young People**

We are committed to keeping children and young people safe from harm and abuse and to promoting their welfare, and we expect that everyone who comes to work for us will share the same commitment. Fulfilling this responsibility includes making sure that our recruitment process includes a range of measures to identify those who may be unsuitable to work with children and young people.

All roles within the College are covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 and are subject to an enhanced Disclosure and Barring Service (DBS) (formerly Criminal Records Bureau (CRB)) check. These posts may also be subject to further DBS re-checks at appropriate intervals. Further information about what the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 means for applicants is provided on the Application Form.

### **Declaration of Previous Convictions**

The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended makes certain regulated activity (i.e. work with children and/or young people) exempt from the Act and therefore, requires individuals seeking to work with these groups to be subject to Enhanced Criminal Records Bureau Disclosure checks amongst others.

This post is classed as exempt under the Rehabilitation of Offender Act 1974 (Exceptions) Order 1975 as amended. Therefore, you are required to reveal all convictions, both spent and unspent in your application. Please note that having a criminal record is not an automatic bar from working with us: whether or not your criminal record has a bearing on the post you have applied for will be carefully considered as part of the recruitment process. This may involve a discussion with yourself about the circumstances and background to your offences.

### **Supporting Documents**

We **will not** be able to confirm an offer of employment until we have confirmed the following:

- Identity
- Enhanced DBS
- Right to work in the UK
- Qualifications if applicable
- 2 references
- Satisfactory Medical
- Qualified Teacher Status if applicable
- Confirmation of National Insurance Number
- Overseas reference if applicable

### **References**

All applicants are expected to provide two referees, one of which must be your most recent or current employer. 'Open' references e.g. those addressed "To Whom It May Concern", will **not** be accepted.

If you have just completed full-time education the College will seek references from educational establishments. You will need to provide the name of your Principal or other professional as a reference. If you are self-employed you will need to provide details of individuals/businesses that can provide you with a professional reference.

If you have undertaken voluntary work with children and/or young people you should use the voluntary organisation as a referee.

If you have not previously worked with children or young people, you must provide a character reference from someone who is able to confirm your suitability to work with children. This would normally be someone in authority e.g. a lecturer, doctor, or community leader. Please note, character references are normally only accepted as a supplement to an employer's reference.

In all cases, The College will contact the referee prior to the interview, except if you have specifically indicated that you would prefer us to contact them only if you are made an offer of appointment.

### **Employment History & Gaps in Employment**

To ensure our responsibilities for safeguarding children and young people are met you must ensure your employment history and reasons for any gaps are clearly detailed.