

## Guidance notes for completing the Teach in Herts application form

*These notes have been put together to help you complete your application form. Please read them carefully, along with any other information supplied by the school, before you start.*

### Filling in the form

- We will not make any assumptions about your abilities and we do not take into account any previous applications or any prior knowledge of you
- The form needs to be legible and should be completed online, or **in black ink** or **typed**
- It may be helpful for you to make and complete a rough draft of the form before final completion and to retain a copy for your records
- **You must complete all sections of the form.** If a section is not applicable, please state this – do not leave any blank or unfilled sections
- A CV, or an application form that simply refers to an enclosed CV, cannot be accepted in place of a completed application form

*For technical support with the Microsoft Word application form see page 4.*

### Personal details

Enter your name, address and telephone number(s) so that you can be easily contacted. You must also include your date of birth, your National Insurance (NI) Number, and teacher reference number (if you have this), for pay and pension purposes, should you be successful in being appointed.

NB: To avoid bias many Hertfordshire schools and settings now operate anonymised shortlisting, where the candidate's personal information is removed from the application form ensuring that the shortlisting is made without knowledge of protected characteristics. Once shortlisting is complete the two parts of the application form are reunited and included in the pack for the interview panel.

### Qualifications, training and statutory induction period

Where a qualification has been asked for, make sure you give all the information required, including levels and grades of any examinations taken. You will be expected to provide documentary evidence if invited for an interview.

You must have qualified teacher status (QTS) to take up a teaching post in England. For information see, [www.gov.uk/qualified-teacher-status-qts](http://www.gov.uk/qualified-teacher-status-qts)

### Details of degrees/diplomas and any other qualification, including any in progress

Provide full details of your degrees/diplomas and any other qualifications, including those that you are currently studying for. Make sure you give all the information required and levels and grades of any examinations taken. If a qualification has been specified, make sure you give all the information required and levels of any examinations taken. You will be expected to provide documentary evidence if invited for an interview.

### Relevant short courses attended in the past five years

Please give only brief details of courses that are relevant to the teaching post you are applying for. This may include details of any special skills training, day release or evening classes, or other relevant skills, e.g. ability to speak other languages.

## **Details of current or most recent employment**

State clearly your current or most recent employer's name and address. Include details of the post held and (if applicable) reason for leaving.

## **Current salary range and actual salary**

Please complete as accurately as you can including details of any allowances awarded.

## **Previous employment, voluntary work or other activities**

Enter names and addresses of all previous employers, starting with the most recent. You can also include work experience placements, holiday jobs or voluntary work in which you have developed skills relevant to the job you are applying for.

It is very important that you complete this section in chronological order, and detail accurately any gaps between employment and other activities.

## **Personal statement in support of your application**

This section is **very important**. It gives you the opportunity to detail why you feel you are the best person for the job and why you are applying, and is the key information that is used for shortlisting.

Use the job description and person specification as a guide, and focus on how your skills, knowledge and experience meet the job requirements, giving specific examples. Also include any voluntary work you have been involved in or any relevant experience outside work.

Try to keep this statement to a maximum 2 sides of A4.

Relevant information could include:

### **Experience**

- Teaching practice – details of experience in teaching different ages of children in different settings, e.g. year groups; sizes of schools; and types of schools, such as inner city or village
- Experience of communicating effectively with parents and carers, e.g. parent consultation meetings
- Experience of using a range of ICT applications to enhance learning
- Experience of running school activities, e.g. a lunchtime club, an after-school club or a school trip

### **Knowledge**

- Knowledge of a range of different teaching and learning styles
- Knowledge of statutory requirements such as Equal Opportunities, Health and Safety, and Special Educational Needs
- Understanding of safeguarding, including Child Protection
- Knowledge and understanding of effective assessment for learning and of how to adapt your teaching to meet different needs of pupils with special educational needs, English as an additional language, or most able pupils
- Curriculum knowledge, including your subject specialism and/or a particular interest or strength you wish to highlight in your application

## Skills and qualities

- Ability to articulate what constitutes effective teaching and learning, e.g. modelling, marking, differentiated learning, assessment
- Effective communication skills – written and interpersonal skills
- Ability to work as part of a team
- Ability to plan and deliver inspiring lessons
- Organisational and time management skills
- Effective behaviour management skills
- Ability to create a positive learning environment

## Referees

Give the names, addresses and email addresses of **two people** who are willing and able to provide references in support of your application.

Please list referees who can comment on your skills and abilities to carry out the duties of the post for which you are applying. One of these must be your current line manager/ last employer.

If your employer is/was a school, the referee provided must be the Headteacher (or if you are the Headteacher it should be the Chair of Governors).

For NQTs we suggest you ask the headteacher of your most recent placement and your university or college tutor, as they will be able to comment upon your teaching skills.

If you are not currently working with children but have done so in the past, the second referee should be the employer by whom you were most recently employed in work with children.

Please note that family members, friends and relatives are not acceptable referees.

Referees will be asked about past disciplinary actions or allegations excluding those that were deemed to be unfounded, unsubstantiated or malicious when assessing your application. If you are subsequently made a conditional offer of employment, further information may be sought about health and absences.

Our normal practice is to take up references prior to interview.

## Permission to work in the United Kingdom (UK)

Please complete this section and ensure that you are able to confirm that you have a legal right to work in the UK. You will also be asked to provide documentary evidence of this prior to commencing work with the Authority.

For further information, see <https://www.gov.uk/entering-staying-uk/Foreign-nationals-working-in-UK>

## Declaration

We need to know if you have a close relationship with and/or are related to any employee, governor or anyone else connected to the school, in order to ensure a fair selection process.

The school is required to give you the opportunity to voluntarily declare convictions, cautions, reprimands or final warnings that are not 'protected' as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020).

You will be provided with a criminal self-declaration form by the school if you are shortlisted for the post. All posts in schools are exempt from the Rehabilitation of Offenders Act 1974. If you are appointed you will be required to have an up to date Disclosure and Barring Service (DBS) Certificate. The existence of a criminal background does not automatically mean that you cannot be appointed but it may do so.

You must sign and date your application form to declare that all information is correct.

### Returning completed applications

Check spelling and grammar carefully and ask a friend to proofread your completed application before you submit it.

Complete your application online or return the form to the contact stated on the advertisement, keeping a copy for your records. Your completed application must be received before the closing date specified on the job advert.

### Other information relevant to your application

#### Health/medical details

Successful applicants will be required to complete a confidential medical questionnaire and may be required to undergo a medical examination before their appointment is confirmed.

## Application Form Technical Support

Following both candidate and school feedback we have recently created alternative application forms as a Microsoft Word document.

Below are a list of tips to support you in completing the form:

- The forms are restricted to prevent candidates/ schools being able to edit the fields or font used
- To add another row to a table hover over the bottom row and then click the + button in the bottom-left corner of the table

| Name of college, university or other institution, location | Inclusive dates Month & Year |                          | Type of Degree/Course title | Grade/Class (or state if still in progress) | Main subject |
|--|------------------------------|--------------------------|-----------------------------|---|--------------|
|  | From                         | To                       |                             |   |              |
| Type...  | Month & Year eg. 01/2002     | Month & Year eg. 01/2002 | Type...                     | Type...                                     | Type...      |
| Type...  | Month & Year eg. 01/2002     | Month & Year eg. 01/2002 | Type...                     | Type...                                     | Type...      |
| Type...  | Month & Year eg. 01/2002     | Month & Year eg. 01/2002 | Type...                     | Type...                                     | Type...      |

- Once you have added a new row you are not able to remove it

For further support email [teachinherts@hertsforlearning.co.uk](mailto:teachinherts@hertsforlearning.co.uk)