

Home-Start Hertfordshire is committed to safe recruitment practice as an important part of safeguarding and protecting children and vulnerable adults

Staff Application Form

Should you have any difficulty completing this application form e.g. due to a visual impairment, please contact us so we can find a solution that will enable you to apply to us

Please read any accompanying information regarding this role before completing this form because we can only determine your suitability for the position from the information you give in this application. The closing date for this post is 5pm Monday 27th February 2023. Any applications received after this date cannot be considered. return your completed application form to cnorris@home-startherts.org.uk or post to Home-Start Hertfordshire, 5 Bedwell Park, Stevenage, Herts, SG1 1NB

Position applied for: Family Group Leader	
Closing date: TBC	
Full Name	
Address including postcode	
If you have been at this address less than five years, please give previous address	
Home telephone no: Email address:	Mobile telephone no.:
This post does require the use of a vehicle Do you have access to the use of a vehicle? YES/NO	Do you hold a current driving licence? YES/NO
This job is not open to job share.	

REFERENCES:

Please give the names and addresses of two referees who must not be related to you or a member of your household. One must be your current or most recent employer. We will only contact your referees if we make you a conditional offer.

Please obtain permission prior to submitting your referees' details. For each referee, please provide a full postal address as well as an email address and at least one contact telephone number

Referee 1	Referee 2
Time known this person In what capacity?	Time known this person In what capacity?
Name: Address: Postcode: Email: Telephone:	Name: Address: Postcode: Email: Telephone:

Education

Subjects	Qualifications gained (e.g. GCSE, 'A'level, Highers, NVQ, Degree)	Grade

Please note here any membership you hold of professional bodies including grade of membership and other relevant details

Membership information

Job related qualifications/specialised training

Course title and qualification achieved (if applicable)	Grade

We would like to get a picture of your experience to date, detail as requested below.

Present or most recent job:

Job title:	Employer's name and address
Date started:	
Date finished:	
Salary:	
Notice required:	
Purpose of job and main tasks:	

Previous employment, most recent first

Employer	Job title	From	To	Brief description of duties	Reason for leaving

Please tell us about any voluntary or unpaid work, starting with most recent

Organisation	Role	From	To	Brief description of duties	Reason for leaving

Please tell us about gaps in your employment history, starting with the most recent with reasons e.g. career break to look after children or other dependants, travelling, training or education.

From	To	Reason

**Are you related to any person who works in a paid or unpaid capacity for Home-Start?
YES/NO**

If yes please give details

**If offered this position, do you intend to continue working and/or volunteering in any other capacity?
YES/NO If yes give details**

Relevant skills, knowledge and experience

Please tell us how you meet each of the essential criteria in the person specification, and where you meet the desirable criteria, please tell us about this too. Please give examples/evidence/details to demonstrate how you meet the criteria, and structure your statement using the key headings of the person specification. Please use no more than two continuation sheets.

Immigration, Asylum and Nationality Act 2006

Do you have a current right to work in the UK?'

Yes/No

If No, Please Give Details

IMPORTANT NOTICE

Please read the following information carefully before signing and submitting your application.

The post you are applying for is 'exempt' from the Rehabilitation of Offenders Act 1974 and therefore, you are required to declare any convictions, cautions, reprimands and final warnings that are not 'protected' (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974. The amendments to the Exceptions Order provide that certain 'spent' convictions and cautions are 'protected' and are not subject to disclosure to employers, and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found on the [Disclosure and Barring Service](#) website. Further information can also be found on the *Nacro website* (<https://www.nacro.org.uk/criminal-record-support-service>)

Disclosure of criminal records will be requested from *Disclosure and Barring Services* to assist with decision making for this role.

Please note: A criminal record will not necessarily be a bar to an applicant obtaining a position.

A copy of the following policies are available on request: the *Home-Start Hertfordshire- Ex-Offenders Policy*, the *Code of Practice* and the *Home-Start Hertfordshire Policy on Handling Disclosure information*.

Do you have any convictions, cautions, reprimands or final warnings that are not "protected" as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order (as amended)?

Yes No

Are you, or have you ever been the subject of fitness to practice proceeding by a UK or overseas licensing regulatory body?

Yes No

If you answered yes to any of the above, please disclose the details under separate cover. Please mark a cross on the line below and attach the details in a separate document marked **CONFIDENTIAL** and state your name and the details of the post.

I have attached details separately_____ (Please mark with an X if appropriate.)

CONFIDENTIALITY

During the course of their work, staff will be aware of information concerning the Charity's activities, its staff, volunteers and other personal information relating to children and their families. I understand that this is confidential information must not be used for any purpose other than the performance of duties and must not be divulged to unauthorised persons, nor used for the production of articles, books etc. without the Charity's specific agreement.

YOUR DATA

All of the information collected in this form is necessary and relevant to the performance of the job applied for. We will use the information provided by you on this form, by the referees you have noted, the educational institutions with whom we may undertake to verify your qualifications with and any criminal record checks for recruitment purposes only. Home-Start Hertfordshire will treat all personal information with the utmost confidentiality and in line with current data protection legislation.

Should you be successful in your application, the information provided, and further information which will be gathered at the relevant time, will be subsequently used for the administration of your employment.

For more information on how we use the information you have provided, please see our **privacy notice for job applicants which is available on the Home-Start Herts web site <https://www.home-startherts.org.uk/wp-content/uploads/2019/04/privacy-policy.pdf>**

I confirm that the information given on this form is correct and that I have not knowingly withheld any material fact. Under the Data Protection Act 2018, I hereby consent for the information in this application form, about myself and others, to be processed by *Home-Start Hertfordshire* for the purposes of recruitment. I hereby give my permission to those individuals or organisations contacted for the purpose of this background check to give their full and honest evaluation of my suitability for the described role and other information as they deem appropriate

Print
Name:

Signature:

Date:

*For successful applicants this application form will subsequently be held on their personnel file, and those who are unsuccessful, it will be held for a maximum of **6 months** and then destroyed.*