



# Kendrick School

## Vacancy Information Pack

# Head of Chemistry



*Lead, Inspire, Make a Difference*

# Welcome from the Headteacher

Dear Applicant

Thank you for your interest in our Head of Chemistry vacancy.

Kendrick School is an 11-18 selective girls' school with academy status. It has a local and national reputation as an outstanding school and has an impressive record of achievement as a centre of excellence for girls' education.

In its last five OFSTED inspections, Kendrick was judged an "outstanding" school. In our most recent inspection in November 2022, OFSTED stated "Pupils and sixth-formers are justly proud of their school community. They delight in their learning and truly excel here. One parent spoke for many when reflecting, 'The school does a great job of creating well-rounded, kind, human beings who will hopefully go on to make the world a better place. The academic results are important, of course, but far from the only focus.' Inspectors totally agree.



Kendrick is a forward-looking school that grasps the opportunities that present themselves. A love of learning is at the heart of Kendrick with a strong emphasis on high-quality teaching. The curriculum is organised to meet the needs of all students and is engaging, rich and ambitious. All staff are hardworking and dedicated; students are bright, enthusiastic and curious; they love being at their school.

At Kendrick, students enjoy a rich and varied extracurricular education. The House System provides opportunities for healthy competition with numerous annual house events, which are key activities in the school year. Kendrick Student Leaders work energetically and collaboratively with staff to support this vital community element of the school. In addition, we have a School Council, which discusses and drives change for students.

Safeguarding and students' mental health and wellbeing are prioritised above all else. As stated by [Ofsted in November 2022](#), 'The arrangements for Safeguarding are effective at Kendrick' and 'there is a culture of vigilance' where 'staff care deeply about pupils' wellbeing'.

As part of Kendrick's Widening Horizons strategic initiative, we actively pursue partnerships with schools and businesses in our local area and beyond. These associations benefit the students of Kendrick, as well as those in neighbouring schools. We share our good practice and offer opportunities to work with primary and secondary schools in the Reading area.

Kendrick has expanded in recent years, a process that started in September 2020 and finished in September 2024 when an additional 32 students joined Kendrick in all year groups making Kendrick a four-form entry school for Years 7-11. This year the majority of the 128 students from Year 11 have moved into our sixth form, and we have welcomed an additional 40 students from other schools, making the whole school roll, 940 students, the largest the school has ever been. In our admission arrangements and [policies](#), priority is given to pupil premium students and students living in the Reading area, which is called Priority Area 1. Our [Widening Horizons](#) initiative commits us to achieving greater participation and access for students from local primary schools and the local area. In July 2024 and again in July 2025, we were awarded the [Sutton Trust Fair School Admissions Award](#) at Gold level. This demonstrates our commitment to fair admissions and is a great accolade for the school to receive which we are immensely proud of.

As the Headteacher of Kendrick, it is my vision to *lead, inspire and make a difference to the lives of girls and young women*. I believe passionately in girls' education and know that Kendrick School affords its students the very best education there is.

I look forward to receiving your application.

**Ms Christine Kattirtzi**  
**Headteacher**

## THE KENDRICK PLEDGE



We, the students, staff and friends of Kendrick School, pledge to uphold the values of friendship, kindness and respect. We promise to stand against prejudice, ignorance and injustice in all its forms, promoting the values of equality, tolerance and justice for all.



## WHY WORK AT KENDRICK SCHOOL?

Kendrick School is a welcoming, inclusive and happy community. The Ofsted report November 2022 stated "The Kendrick Pledge emphasises friendship, kindness, respect, equality, tolerance and justice, and these values underpin all that the school achieves. Pupils flourish in this exceptionally caring and inclusive learning environment. Secure, trusting relationships between staff and pupils ensure pupils feel very well supported and safe here. In turn, pupils' excellent behaviour and impeccable manners make Kendrick a very special place to be."

We can offer you:

- Friendly, welcoming and supportive colleagues.
- Highly motivated and engaged students.
- Access to a 24/7 Employee Assistance Programme.
- Training and development.
- Local Government Pension Scheme membership.
- Free onsite parking.
- Access to our swimming pool.

## THE ROLE – HEAD OF CHEMISTRY

### FULL TIME

Graded 'Outstanding' in all its OFSTED inspections, Kendrick School is a centre of academic excellence with a track record of high performance and achievement.

**Required for September 2026**, a well-qualified and enthusiastic Subject Leader of Chemistry at this successful 11-18 girls' grammar school in Reading.

Applicants need to be able to teach Chemistry throughout the school including A Level, and Science at KS3. Kendrick School is a centre of academic excellence with a track record of high performance and achievement. There are large numbers of students who study Chemistry at A Level with many students going on to study Chemistry related subjects at university.

Kendrick School is a welcoming, inclusive, and happy community, with students who are engaging, cooperative and eager to learn. Benefits include an Employee Assistance Programme, free car parking, a contributory pension scheme, training and development and use of the swimming pool and sporting facilities.

This position would suit a teacher who is already a Head of Department or an experienced teacher ready to take on a key departmental leadership position. We are looking for someone who is inspirational, creative and forward thinking to create a vision for Science and Chemistry both within and beyond the classroom. This is an exciting opportunity for an individual with energy and vision to join the school.

The Ofsted report in November 2022 states:

*“Pupils’ behaviour is exemplary both in lessons and around the school. They respect and exemplify the values within the school pledge. Pupils love being here. Attendance is high, pupils are punctual, and lessons are free from any low-level disruption”.*

*“Pupils respond to teachers’ very high expectations. They enthusiastically engage in debate and discussion and immerse themselves in all that the curriculum offers. They become confident independent learners, achieve exceptionally well and are very well prepared to become exemplary citizens”.*

Further details and an application form can be downloaded from the school website or obtained by emailing [recruitment@kendrick.reading.sch.uk](mailto:recruitment@kendrick.reading.sch.uk).

CVS cannot be accepted as a method of application.

Closing date for applications: 9am Monday 18<sup>th</sup> May 2026

Interviews: Wednesday 20<sup>th</sup> May 2026

*We reserve the right to close this vacancy early if we receive sufficient applications for the role. Therefore, if you are interested, please submit your application as early as possible*

*Kendrick School is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. Any successful applicant will be required to undertake an Enhanced Disclosure check by the Disclosure & Barring Service. Kendrick School is an Equal Opportunity employer*

## THE SCIENCE DEPARTMENT

The Science Department is situated in nine laboratories in the main building of the school. There are two specialist laboratories for each of Biology, Chemistry and Physics and three general-purpose Science laboratories. The department consists of a friendly, mutually supportive, well-qualified team of staff, who are flexible and open to new ideas. The laboratories are well resourced and serviced by a team of laboratory technicians, each working from their own preparatory room.

Two of these laboratories were completed in October 2009 as part of Project Faraday and have a linked Chemistry prep room and resource/discussion/ICT room. Two further labs were refurbished to a high standard in 2016.

The department has a Head of Science, and separate Heads of Biology, Chemistry and Physics.

Kendrick School operates a two-week, 50 x 1 hour period timetable. In Years 7 and 8 the students follow a balanced Science course. Wherever possible one teacher will be attached to one group and therefore teach all Science lessons. Year 7 students have seven Science lessons per fortnight and Year 8 students have six Science lessons per fortnight. From Year 9 upwards, the lessons are identified as Biology, Chemistry and Physics and are taught by specialists wherever possible. All students currently study Biology, Chemistry and Physics AQA Separate Science GCSEs from the beginning of Year 9. A very small number of students may opt to be entered for Combined Sciences (Trilogy) in Year 11.

In recent years we have been highly successful at GCSE with 100% or nearly 100% pass rate at grades 9-5 in Science and 60% at grade 9.

At Key Stage 5 we use the Edexcel B specification for Biology, the AQA specification for Chemistry and the Edexcel specification for Physics. There is a high uptake of Science A Levels and there are normally four groups of students in both year groups (12 and 13) for Biology and Chemistry, and two or three groups of students in year 12 and year 13 for Physics. We have a track record of being highly successful at A Level with 100% or nearly 100% pass rate at grades A\*-E in all Science A Levels, with significant numbers of students achieving top grades. Students have also achieved well in extension activities such as the Olympiad.

All classes at KS3 and KS4 consist of up to 26 students, based on tutor groups. A Level classes normally consist of up to 20 students. All groups are mixed ability.

## SUBJECT LEADER SPECIFICATION

Please read in conjunction with the Person Specification for a Classroom Teacher

<p><b>Leadership</b></p>	<ul style="list-style-type: none"> <li>• Lead and organise the work of the Chemistry department, also working with the Head of Science to co-ordinate work and initiatives both within the department and across Science.</li> <li>• Hold meetings, set agendas, prepare and follow up minutes.</li> <li>• Plan and organise departmental INSET.</li> <li>• Prepare department handbooks and information to students and parents.</li> <li>• Liaise with SLT, Key Stage Leads and others as appropriate for cross-curricular work and for student tracking.</li> <li>• Meet regularly with own line manager and with those whom you line manage.</li> <li>• Support and evaluate the impact of whole school initiatives.</li> </ul>
<p><b>Strategic Planning</b></p>	<ul style="list-style-type: none"> <li>• Lead the development of the curriculum in accordance with national requirements and developments, and with the Kendrick School Development Plan (KSDP). Develop appropriate syllabuses and schemes of work. Ensure the department adheres to agreed school policies and ethos on (for example): student tracking, assessment and teaching and learning strategies, IT.</li> <li>• Plan, monitor and evaluate development plans, team targets and CPD in harmony with KSDP.</li> <li>• Keep up-to-date with relevant curriculum development, subject methodology, pedagogy, local, regional and national initiatives.</li> <li>• Liaise with others to maintain appropriate accreditation with the relevant examination and validating bodies.</li> <li>• Strive to provide a high quality and cost-effective curriculum programme.</li> <li>• Evaluate the impact of initiatives and of CPD.</li> </ul>
<p><b>Management of Teaching and Learning</b></p>	<ul style="list-style-type: none"> <li>• Participate as a department and whole school in the school's self-review process.</li> <li>• Ensure own practice sets a good example for the department in lesson planning and delivery.</li> <li>• Monitor the quality of lesson planning and delivery in the department.</li> <li>• Ensure teachers are clear about the importance of sharing clear lesson objectives with the students.</li> <li>• Provide guidance on the appropriate use of different teaching styles and on providing for different learning styles.</li> <li>• Provide guidance on how to maintain pace, challenge, AfL, differentiation and student engagement in lessons.</li> <li>• Seek to ensure that each student's needs are met, as far as possible, including those with SEND.</li> <li>• Seek feedback from students as part of the school's self-review process.</li> <li>• Work with the Examination Officer regarding examinations and testing as required in your subject(s).</li> </ul>

<p><b>Quality assurance, accountability, tracking student progress</b></p>	<ul style="list-style-type: none"> <li>• Establish <b>common standards of practice</b> within the department and to develop these <b>in line with whole-school standards</b>.</li> <li>• Monitor academic standards and standards of teaching practice by line management meetings, departmental meetings, lesson observations, etc., in line with whole-school procedures and policies.</li> <li>• Monitor examination results and report to SLT in annual and trustees on them.</li> <li>• Monitor and follow up student progress, organising intervention strategies where necessary.</li> <li>• Maintain the target-setting processes and evaluate the success of targets.</li> <li>• Lead the department in Self Evaluation in accordance with the school's procedures.</li> <li>• Collect, use and analyse data to maintain and improve standards in accordance with whole-school policies and procedures.</li> <li>• Seek improvement or modification where required.</li> </ul>
<p><b>Communication and Liaison</b></p>	<ul style="list-style-type: none"> <li>• Communicate with SLT through line management and at SLG.</li> <li>• Explain policies and initiatives from SLT to the department.</li> <li>• Seek to ensure that individuals (staff and students) flourish and are valued.</li> <li>• Represent the department's views and interests.</li> <li>• Ensure effective communication with trustees and parents and others to whom we are accountable, including through recording and reporting.</li> <li>• Liaise with partner schools and other relevant external bodies as appropriate and contribute to the development of links and projects.</li> <li>• Liaise with Teaching and Learning Co-ordinators (TLCs ) and others to track and monitor students' attendance, behaviour, attainment, SEND needs, progress and well-being, according to agreed school policies and procedures. Discuss problems and intervene as appropriate to support the students.</li> <li>• Attend meetings as appropriate to the role.</li> <li>• Be pro-active in identifying own training needs for role, including safeguarding and health and safety training.</li> </ul>
<p><b>Management of staff</b></p>	<ul style="list-style-type: none"> <li>• Participate in the school's annual cycle of appraisals.</li> <li>• Liaise with SLT and Head of Science in order to deploy teaching staff, support staff, students and others effectively.</li> <li>• Identify staff development needs and devise ways to meet those needs.</li> <li>• Liaise with others to make appropriate arrangements when members of staff are absent.</li> <li>• Promote teamwork and motivate staff.</li> <li>• Act as a positive role model.</li> <li>• Participate in the school's interview process as appropriate.</li> <li>• Participate in the school's programme for ECTs and new staff.</li> </ul>

<b>Management of Resources</b>	<ul style="list-style-type: none"> <li>• Manage the available resources of space, staff, money and equipment as efficiently as possible, acting as manager of a cost centre.</li> <li>• Keep records of departmental resources and accounts. Have knowledge of financial procedures and regulations and adhere to them. Manage the cost centre effectively, with no overspend. Liaise closely with the School Business Manager.</li> <li>• Requisition and maintain equipment and stock.</li> <li>• Liaise with the Assistant Headteacher and School Business Manager in order to maintain and enhance accommodation.</li> <li>• Appreciate and understand the principles of GDPR in all information and communication within your department.</li> </ul>
<b>School Ethos</b>	<ul style="list-style-type: none"> <li>• Support the school's distinctive ethos and values as articulated by the Headteacher and expressed in the school aims and in Kendrick Pledge.</li> <li>• Understand the responsibilities everyone has with regard to child protection and safeguarding of all students in the school as expressed in the DfE document Keeping Children Safe in Education 2025.</li> <li>• Support and encourage the practices and processes of student well-being.</li> <li>• Understand and implement the KSDP and promote the school's corporate policies and procedures.</li> <li>• Comply with the school's health and safety policy and undertake risk assessments.</li> <li>• Play a full part in the life of the school.</li> </ul>

## CLASSROOM TEACHER PERSON SPECIFICATION

### Qualifications

ESSENTIAL	DESIRABLE	NOTES
<ol style="list-style-type: none"> <li>1. Education to first degree standard in the relevant subject(s)</li> <li>2. Qualified teacher status</li> </ol>	<ul style="list-style-type: none"> <li>• Additional, relevant qualifications</li> <li>• Additional, relevant training and development</li> </ul>	Application form

There is an organised and wide ranging CPD programme for all staff. For ECTs there is a well-supported and personalised programme led by the Professional Tutor.

### Professional Characteristics, Qualities and Responsibilities

ESSENTIAL	NOTES
<ol style="list-style-type: none"> <li>1. Demonstrate high expectations of learners.</li> <li>2. Seek to establish respectful, trusting and constructive relationships with students, colleagues and parents.</li> <li>3. Work effectively as a team member to make a positive contribution to learners' attainment and enjoyment of learning.</li> <li>4. Be willing to share own expertise with others where appropriate, for example through Inset or paired observations.</li> <li>5. Liaise with and, if appropriate, direct others who support learning, e.g. teaching assistants, support staff, educational consultants etc.</li> <li>6. Be willing to look outwards as part of professional practice, for example through professional associations, meeting teachers in other schools, Internet forums etc.</li> <li>7. Adopt an open, positive and constructively critical approach towards innovation.</li> </ol>	<p>Application form</p> <p>References</p> <p>Interviews</p>

8. Demonstrate a commitment to reflect on and improve own practice and identify own training needs. Participate in CPD as appropriate through (for example) Inset days, and meetings, internally and externally provided courses.	
9. Seek to evaluate the impact of CPD on learning.	

### Professional Knowledge and Understanding

ESSENTIAL	NOTES
1. Seek to maintain the secure and up-to-date subject knowledge required to teach effectively at Kendrick School.	Application form
2. Understand the prior learning, levels of attainment, desirable future progress and transition of learners.	References
3. Have a working knowledge and understanding of statutory and non-statutory curricular and other current initiatives for the subject(s) taught.	Interview
4. Know the national, local and school assessment requirements and arrangements for the subject(s), including those relating to public examinations and qualifications.	Lesson observation
5. Have a knowledge and understanding of a range of teaching and learning strategies for the subject(s) and know how to use and adapt them to meet the varied needs of the learners.	
6. Know how to use skills in literacy, numeracy and IT to underpin teaching and support wider professional activities.	
7. Seek to make effective provision for all learners, planning for inclusion and differentiation.	
8. Understand the role of colleagues and other professionals who have specific responsibility for learners with special needs.	

### Safeguarding

ESSENTIAL	NOTES
1. Know when to draw on the expertise of colleagues, such as those with responsibility for the safeguarding of children and young people and special educational needs and disabilities, and to refer to sources of information, advice and support	Application form
2. Know the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people.	References
3. Know the local arrangements concerning the safeguarding of children and young people.	Interview
4. Know how to identify potential child abuse or neglect and follow safeguarding procedures.	
5. Know how to identify and support children and young people whose progress, development or well-being is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support.	

### Teaching, Learning and Assessing

ESSENTIAL	NOTES
1. Establish a purposeful learning environment where learners feel safe, secure and confident.	Application form
2. Plan lessons and sequences of lessons for the short, medium and long term.	
3. Communicate learning objectives clearly with students at the beginning of each lesson, unless there is a good reason not to (such as a surprise element, discovery, etc.)	References
4. Plan routinely to include starters, plenaries, assessment for learning, differentiation, variety, interest, fun and a range of teaching and learning styles, including IT.	
5. Identify and implement a range of suitable opportunities for learners to develop their literacy, numeracy and IT skills.	Interview

<ol style="list-style-type: none"> <li>6. Set and mark homework in accordance with the school's policy.</li> <li>7. Work collaboratively with colleagues as appropriate to assess the learning needs of students. Set students appropriate learning objectives and targets.</li> <li>8. Make appropriate use of a range of monitoring, assessment, recording and reporting strategies as the basis for discussion with learners, providing them with accurate and personalised feedback on their progress.</li> <li>9. Allow students to practise peer and self-assessment.</li> <li>10. Evaluate the impact of teaching on learners' progress and use this to inform planning.</li> <li>11. Enable learners to reflect on their progress, identify progress made, identify their emerging learning needs and become successful independent learners.</li> <li>12. Establish a clear framework for classroom discipline, managing students' behaviour constructively in line with school policies, including the Relationships and Behaviour Policy and anti-bullying policy. Promote self-control and independence.</li> </ol>	Lesson observation
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### Care and Use of Resources

ESSENTIAL	NOTES
<ol style="list-style-type: none"> <li>1. Use the available resources of space, staff, money and equipment as efficiently as possible, liaising with line manager.</li> <li>2. Make safe any hazards/breakages encountered if possible/safe to do so, or alert facilities manager/ SLT <b>immediately</b> if it cannot be dealt with by you.</li> <li>3. Report breakages/hazards to line manager afterwards even if dealt with at the time.</li> <li>4. Contribute to the keeping of records of departmental resources.</li> <li>5. Encourage students to respect school property and keep rooms tidy.</li> </ol>	<p>Application form</p> <p>Interview</p> <p>References</p>

### Quality Assurance and Accountability

ESSENTIAL	NOTES
<ol style="list-style-type: none"> <li>1. Adhere to <b>common standards of practice</b> within the department. Contribute to and abide by agreed schemes of work, programmes of study and teaching and learning strategies.</li> <li>2. Support SLT to monitor those standards through line management meetings, departmental meetings, lesson observations/visits etc. in line with whole-school procedures and policies.</li> <li>3. Record and monitor student progress, providing information on student progress to managers in line with school procedures for student tracking.</li> <li>4. Contribute to the target-setting processes and evaluate the success of targets.</li> <li>5. Take part positively in Self Evaluation and Performance Management in accordance with the school's procedures.</li> </ol>	<p>Application form</p> <p>Interview</p> <p>References</p>

## SAFEGUARDING AT KENDRICK SCHOOL

At Kendrick we believe that every student has, at all times and in all situations, a right to feel safe and protected from any situation or practice that results in a student being physically or psychologically damaged. As a consequence:

- We accept that all staff are an integral part of the student safeguarding process

- We accept totally that safeguarding students is an appropriate responsibility for all staff and the Governing body and wholly compatible with pedagogic responsibilities
- We recognise that safeguarding children in this school is a responsibility for all staff including volunteers and the governing body
- Will ensure that all staff in the school are aware of the possibility that a student is at risk of suffering harm, and know how to report concerns or suspicions
- Will designate a senior member of staff, the Headteacher, who is responsible for coordinating action within the school and liaising with other agencies
- Will safeguard the welfare of children whilst in the school and take positive measures to address bullying
- Will share our concerns with others who need to know and assist in any referral process
- All staff are given training every two years and refresher training every year
- New staff receive training within one month of joining Kendrick

## SAFER RECRUITMENT POLICY

The Headteacher and Trustees of Kendrick School are aware of their responsibility for appointing appropriate teaching and support staff, ensuring that all staff have the health and qualifications for the post and are proper and fit persons to be in charge of children and young people.

Kendrick School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. To assist in this, the school follows a formal recruitment procedure for the employment of all staff and adheres to the guidelines outlined in our [Safeguarding and Child Protection Policy](#) and [Keeping Children Safe in Education \(September 2025\)](#)

### Introduction

The Safer Recruitment statement sets out the minimum requirements of the recruitment process that aims to:

- Attract the best possible applicants to vacancies;
- Deter prospective applicants who are unsuitable for work with children, young people, and vulnerable adults;
- Identify and reject applicants who are unsuitable for work with children, young people and vulnerable adults.

At least one interview panel member has completed the statutory Safer Recruitment Training.

### Advertising Roles and Inviting Applications

- All recruitment advertisements will include the statement: *Kendrick School is committed to safeguarding and promoting the welfare of young people and expects all staff and volunteers to share this commitment. Any successful applicant will be required to undertake an Enhanced Disclosure check by the Disclosure & Barring Service. Kendrick School is an Equal Opportunity employer.*
- Prospective applicants will be supplied, as a minimum, with the following on our website:
  - An application pack which includes:
    - A job description;
    - A safer recruitment statement;
    - Information on how to complete the application form and how to apply.
  - Application Form - all prospective applicants must complete, in full, an application form accounting for any gaps in their education or employment history. We will not accept CVs as a method of application.

### Shortlisting and References

- Short-listing of candidates will be against the Job Description and Person Specification for the post.
- The application form will be scrutinised for any safeguarding concerns, and if these exist, will be raised with the applicant at interview.

- Where requested and where possible, references will be taken up before the selection stage, so that any discrepancies can be probed during the selection stage.
- References will be sought directly from the referee. References or testimonials provided by the candidate will never be accepted.
- All referees will be contacted by telephone in order to clarify any anomalies or discrepancies and to verify the identity of the referee. A detailed written note will be kept of such exchanges.
- Referees will always be asked specific questions regarding:
  - The candidate's suitability for working with children, young people, and vulnerable adults;
  - Any disciplinary warnings, including time-expired warnings, that relate to the safeguarding of children, young people, and vulnerable adults;
  - The candidate's suitability for this post.
- Applicants who are invited to interview must provide a signed Declaration of Convictions form before attending the interview. They will be required to sign a hard copy on arrival at the school.
- We reserve the right to carry out an online search as part of our due diligence obligations on shortlisted candidates and candidates will be provided the opportunity to address any issues of concerns that may come up during the search at interview.

## The Selection Process

- Selection techniques will be determined by the nature and duties of the vacant post, but all vacancies will require, as a minimum, an interview of short-listed candidates.
- Interviews will always be face-to-face.
- The selection process may involve some or all of the following depending on the role. A safeguarding interview and student panel will always be part of the process.
  - A formal interview with the Headteacher and Head of Department or line manager. A trustee will be part of interviews for Head of Department roles and above
  - An informal interview
  - A lesson observation or task
  - A student panel, supervised by a member of staff
  - A safeguarding interview with the Deputy Safeguarding Lead or a Deputy Designated Safeguarding Lead where candidates will be required to:
    - Demonstrate their capacity to safeguard and protect the welfare of children, young people, and vulnerable adults.
    - Declare any information that is likely to appear on a DBS;
    - Explain satisfactorily any anomalies or discrepancies in the information available to the panel;
    - Explain satisfactorily any gaps in employment;
- Kendrick School will always:
  - Confirm the outcome of the interview to the applicant within one week
  - Give feedback on the interview if requested by the applicant

## Employment Checks

All offers of appointment will be conditional until satisfactory completion of the mandatory pre-employment checks. As a minimum Kendrick School will undertake the following:

- Verify a candidate's identity. It is important to be sure that the person is who they claim to be, this includes being aware of the potential for individuals changing their name.
- Obtain (via the applicant) an enhanced DBS check (including children's barred list information, for those who will be engaging in regulated activity with children).
- Verify the candidate's mental and physical fitness to carry out their work responsibilities
- Verify the person's right to work in the UK, including EU nationals.
- If the person has lived or worked outside the UK, make any further checks as appropriate
- Verify professional qualifications, as appropriate.
- Carry out a social media check through an outsourced organisation.

## Induction

All staff joining Kendrick School will be required to:

- Complete the online NSPCC Child Protection training within two weeks of joining the school or carry out Level 1 Safeguarding training in school.
- Receive specific Kendrick School safeguarding training with the DSL
- Sign a declaration to confirm they have read and understood the following policies and documents:
  - Keeping Children Safe in Education (KCSIE)
  - Kendrick School Safeguarding and Child Protection policy
  - Confidentiality policy
  - Whistleblowing policy
  - Code of Conduct policy
  - Health and Safety policy
  - Internet and E-Safety policy

## HOW TO APPLY

- Please complete the application form which you can download from our website using the guidance notes below. **CVs will not be accepted as a method of application.**
- Send the completed form to [recruitment@kendrick.reading.sch.uk](mailto:recruitment@kendrick.reading.sch.uk) by the closing date.
- Receipt of application will be acknowledged by email.
- We will only contact you again if you are shortlisted for interview.
- Shortlisted candidates will be sent a Disclosure of Convictions Form to complete which must be returned completed at least one day before the interview.

## GUIDANCE NOTES ON COMPLETING THE APPLICATION FORM

(Only the sections marked with an asterisk (\*) will have guidance notes below)

### Personal Details

Please enter your personal details fully so we may contact you about your application

Right to work in the UK: In accordance with the Asylum and Immigration Act 1996, the successful applicant will be required to provide documentary evidence of legal entitlement to live and work in the United Kingdom.

Teacher reference number (if applicable): This should be completed as it will be used to verify Qualified Teacher Status and ensure you are not barred from teaching or subject to an interim prohibition order. If you are a ECT we recognise that you may not have received your teacher reference number at the time of application.

### References

Please give the names and addresses, both postal (and e-mail if available) of two referees. If you have been or are employed, the first referee should be your current or most recent employer. The second referee should be a different organisation from the first referee. If this employment has been within a school, this will be your head teacher. If you do not name your current/most recent head teacher as a referee, please expect to be questioned about the reason for this prior to interview. If you have ever worked with children, in a paid or voluntary capacity, a reference will be obtained from the person or organisation that employed you.

**Early Careers Teachers (ECTs) (if applicable):** ECTs should name a college principal as their first referee and an appropriate representative at the school where they undertook their final or most recent teaching practice as their second referee. Please be aware that if you are currently or have previously worked with children, on either a paid or voluntary basis, the employer will be asked if there are any disciplinary offences relating to children, including

any in which the penalty is 'time expired'. They will also be asked if they have any child protection concerns and the outcome of any enquiries or disciplinary procedures.

**Internal Applicants:** Internal applicants should provide the name of one or two referees as stated in the advertisement. One of the referees should be your line manager. However, the Headteacher or Deputy Headteacher cannot be named as a referee.

If you have been unemployed for some time, you should instead, name somebody who knows you well and wherever possible someone able to comment on you in relation to the job for which you have applied. References will not be accepted from relatives or from people writing solely in the capacity of friends.

In line with government guidance for Safer Recruitment written references will be required for all shortlisted candidates in order that any relevant issues can be taken up at interview. Previous employers may also be approached to verify particular relevant experience or qualifications prior to interview.

### **Education/Qualifications/Training**

Please complete this section as fully as possible and continue on a separate sheet if more space is required. We will require evidence of your higher and/or relevant qualification and may check your qualifications with the relevant awarding body.

### **Previous Employment/Activity**

Please list all previous employment and activity, excluding education and training. Start with your most recent employment, if different from that stated in the previous section, and list chronologically backwards. Please include all employment, unpaid work, voluntary work and periods away from work such as raising a family. **It is vital that you ensure all dates are provided and no gaps in activity are left unaccounted for.**

### **Skills, Abilities, Knowledge and Experience**

Pick out those aspects of your experience or skills that are relevant to this post. Explain how your experience, abilities, skills and knowledge match those required for the vacancy as set out in the person specification. Remember to consider experience in previous employment and relevant experience from voluntary/leisure/college activities. Other information should include relevant information particularly related to the school e.g. the curriculum on offer, ethos of the school, etc. Give clear examples where you can in support of your application.

### **Disclosure of a Criminal Record (to be completed if you are shortlisted for interview)**

#### **IMPORTANT**

A check as to the existence and content of any relevant criminal record will be requested from the Disclosure and Barring Service (DBS) after a person has been selected for appointment. Refusal to agree to a check being made could disqualify you from being considered for the appointment.

Under the Rehabilitation of Offenders Act 1974, you have the right not to disclose details of "spent" convictions. However, for certain jobs, employers are allowed to ask about these offences. The Rehabilitation of Offenders Act 1974 (Exception Amendment) Order 1986 sets out details of all jobs to which this applies and the job you have applied for is included in the list.

The amendments to the Exceptions Order 1975 (2013) 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 in the accompanying Guidance Notes.

Please give details of any relevant criminal convictions that you may have. The disclosure of a criminal record may not necessarily prevent you from being appointed. The nature of the offence, how long ago it took place, your age at the time and any other relevant factors may be considered when a decision is made. Please note that some convictions are never considered "spent" under the terms of the Act.

## **Obtaining police checks for period lived outside the UK**

If you have **lived outside the United Kingdom (UK) for a period of more than 12 months or more in the past 10 years, while aged 18 or over** you will be required to provide a satisfactory police check from that country(s) to cover that period.

If you are ineligible for a police check in the country you lived in outside the United Kingdom (for example because you were under the age required for police checks in that country, or because you are not a national of that country), or if you are unable to obtain a police check from an overseas country for other reasons, we may accept references from previous places of study or employment in that country. If this applies to you please contact us for further guidance.

Further information regarding obtaining a police check from other countries is available via the [Gov.uk website](#) for guidance on criminal record checks for overseas applicants.

Please bear in mind that some overseas countries will charge for a police check. Information for the different countries and fees involved can be found at the above link.

## **Filtering of Cautions and Convictions**

This section provides guidance on the convictions which do not need to be declared on your application form. Please read carefully before answering this question. Further information is available from: [www.gov.uk/government/organisations/disclosure-and-barring-service](http://www.gov.uk/government/organisations/disclosure-and-barring-service)

The filtering rules (which remove certain old and minor convictions and cautions, reprimands and warnings from a Data and Barring Service (DBS) Certificate) were developed by the Home Office and the Ministry of Justice and introduced with new legislation:

The legislation is:

- Police Act 1997 (Criminal Record Certificates: Relevant Matters) (Amendment) (England and Wales) Order 2013;
- Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013.

## **The Filtering Rules**

The rules regarding the automatic disclosure of cautions and convictions on a DBS certificate are set out in legislation.

Standard and Enhanced DBS certificates must always include the following records no matter when they were received:

- All convictions for specified offences
- Adult cautions for specified offences
- All convictions that resulted in a custodial sentence

Other records must be included depending on when the caution or conviction was received:

- Any adult caution for a non-specified offence received within the last 6 years
- Any adult conviction for a non-specified offence received within the last 11 years
- Any youth conviction for a non-specified offence received within the last 5 and a half years

An 'adult' is any individual aged 18 or above at the time of the caution or conviction. A 'youth' is any individual aged under 18 at the time of the caution or conviction.

A 'specified offence' is one which is on the [list of specified offences](#) agreed by Parliament which will always be disclosed on a Standard or Enhanced DBS certificate where it resulted in a conviction or an adult caution. Youth cautions for specified offences will not be automatically disclosed.

Any cautions (including reprimands and warnings) and convictions not covered by the rules above are 'protected' and will not appear on a DBS certificate automatically.

Cautions, reprimands and warnings received when an individual was under 18 will not appear on a Standard or Enhanced certificate automatically.

Please note that Enhanced certificates may include information relating to a protected caution or conviction if the police consider that it is relevant to the workforce that the individual intends to work in. Decisions to include information in this way are subject to [statutory guidance](#).