



CLASS TEACHER
MPS/UPS + 1 SEN
(REQUIRED SEPTEMBER 2019)

CANDIDATE INFORMATION PACK



What's included within this pack?

Within this pack you will find both information and advice on applying for a role within Esteem Multi-Academy Trust including:

- Welcome from the Chair of Governors
- About Stanton Vale School
- About Esteem Multi-Academy Trust
- Job advertisement
- Job description and person specification
- Safeguarding and checks
- Application process and timeline
- Appendix A – application form

Welcome from the Chair of Governors

Dear prospective applicant,

Thank you for your interest in applying for the post of **Class Teacher** at Stanton Vale School. Stanton Vale is an all age academy with students joining from age two and potentially staying with us until they are nineteen. The students have a range of needs and abilities, but mainly have severe, complex or profound and multiple learning disabilities. The academy has a growing reputation for working with more complex youngsters, which means our staff are skilled in supporting the physical and complex health needs of these students.

Stanton Vale School is a relatively small academy, with 85 students on roll. This gives the academy a close community atmosphere, where students feel safe and happy as they are supported and empowered to reach their full potential. We are proud of the fact that our academy is a great place, both to learn and to work.

As a Class Teacher you will assist in developing the academy and build on its many strengths and achievements. The successful candidate will work effectively with staff, governors, students and parents and have a passion for developing students' learning in a safe, happy and creative environment while also having a commitment to maintaining the highest standards of teaching and learning.

We have a dedicated and talented staff team who have genuine ambition for the students they teach. Our governing body is supportive and challenging as well as being open to new ideas and fresh approaches. But it is the students who are at the heart of Stanton Vale School. It is their enthusiasm and drive that makes the academy such a special place.

Within this pack you'll find lots of information on the application process and about the academy. However, you may also wish to visit us and see for yourself the energy, enthusiasm and above all the joy for learning of the students here.

Thank you again for your interest in our academy; I wish you well with your application.

Yours faithfully,

George Roberts
Chair of Governors
Stanton Vale School

About Stanton Vale School

Stanton Vale School is a vibrant all age special academy located in Long Eaton, working with students primarily from the south east of Derbyshire but also from Derby City, Nottinghamshire and Leicestershire. Our students' complex needs can act as a barrier to effective learning. The academy has a strong reputation for multi-disciplinary work aimed at overcoming these challenges. We then build on this by focusing on what students can do.

Our most complex students benefit from a specialist sensory based approach and learn through an experiential curriculum. Our more able students spend time working on key skills of learning and, at an appropriate time, their curriculum may become more formal in line with their developing skills and understanding. For all our students, outcomes rooted in their Education Health Care Plan (EHCP) are the driver to their learning and individual curriculum. As with any special school, we ensure equality of opportunity for our students and work hard to provide a range of additional activities such as college visits, residential activities, community visits and enhanced provision in sports and especially the arts.

The academy also benefits from having a dedicated nurse on site as well as access to speech & language therapy, physiotherapy and occupational therapy. Strong links with parents and governors are fostered through a range of formal and informal events with the academy striving to be at the centre of its community.

The students benefit from access to a swimming pool on site as well as specialist teaching spaces such as a 'soft mobility room', library, adapted kitchens. Externally we have large grounds. Dedicated play spaces are complimented with an allotment, quiet area and an outdoor willow learning space. Students also spend time at The Long Eaton School as well as attending Central College as appropriate. The academy is a MOVE Centre of Excellence as the purpose of MOVE is to help children gain functional mobility. We have also been awarded the NAACE ICT Mark.

Further information about our academy can be found on the website at www.stantonvale.derbyshire.sch.uk.



About Esteem Multi-Academy Trust

Esteem Multi-Academy Trust currently comprises of eight academies throughout Derbyshire and east Staffordshire and is growing, with another support centre (pupil referral unit) and special school due to join us in July 2019.

Formed by a group of like-minded school leaders in August 2018, the MAT is responsible for the education and care of approximately 900 students and employs around 500 staff.

Esteem Multi-Academy Trust has a well-defined set of values and a clear vision for the MAT to become a regional hub in the Midlands for expertise in SEND and inclusion. We share a collaborative ethos, believing that our collective efforts will achieve a better outcome than we can as individual schools. Our academies focus on the holistic needs of the young person, due to students' vulnerabilities. So, 'joined-up thinking', between our academies and different agencies, is essential to deliver the right support for our students.

The main aims of Esteem MAT are to:

- Work collaboratively and strategically to secure high-quality education for all young people in our academies;
- Deliver a skills-based curriculum that is tailored to individual needs and the specific requirements of students attending our academies;
- Create economies of scale through commissioning services and purchasing resources;
- Share expertise, best practice and resources to ensure high standards and value for money;
- Exploit fully opportunities for collaborative, continual professional development.

As a group of academies working together, we can share and deliver better practice. We will be able to commission health, care and therapy services in a fully 'joined-up' way.

Julian Scholefield, CEO

The Advertisement

Class Teacher – Stanton Vale Special School
Full Time, Permanent
MPS/UPS + 1 SEN (dependent on experience)
(Required September 2019)

Stanton Vale School is a vibrant all age (2-19) special school located in Long Eaton, working with students primarily from the south east of Derbyshire but also from Derby City, Nottinghamshire and Leicestershire. Our students have a range of needs, mainly Severe Learning Disabilities, Complex Learning Disabilities or Profound and Multiple Disabilities. The academy has a strong reputation in multi-disciplinary work and supporting students with significant health needs, to enable them to learn effectively.

We are looking for an excellent specialist classroom teacher to teach one of our classes from 2-19 year olds with autism, complex learning disabilities and PMLD.

The children and young people who come to us have a range of needs and abilities but are primarily categorised as Severe Learning Difficulties (SLD) or Complex Learning Difficulties (CLD/PMLD). However, we try not to talk about disability. Our culture and ethos is very much about abilities and how we can nurture and develop skills and knowledge to help our pupils for life beyond school.

Visits to the Academy are warmly welcomed and encouraged. Please arrange appointments through our Admin Team (info@stantonvale.derbyshire.sch.uk). Please only use the application and monitoring forms enclosed within the Pack; CVs will not be accepted. Completed application forms along with a covering letter need to be sent via email to the Esteem Multi-Academy Trust HR Manager (Maxine Day) mday@esteemmat.co.uk or via post to: Maxine Day, HR Manager, Esteem Multi-Academy Trust, Suite 43 Pure Offices, Lake View Drive, Annesley, Nottingham, NG15 0DT.

Stanton Vale School is part of Esteem Multi-Academy Trust.

Stanton Vale School and Esteem Multi-Academy Trust are committed to safeguarding and promoting the welfare of all its students. We expect all staff, volunteers and agency staff to share this commitment. The successful candidate will be required to undertake an Enhanced Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided.

Closing date for applications to be received is Monday 20 May 2019 (12 noon).

Interviews to be held on Thursday 23rd May 2019

[HR Tel: 01623 859886](tel:01623859886) E-mail: mday@esteemmat.co.uk

How to Apply

Should you wish to apply for the post, please complete and return an application form along with a covering letter, which clearly demonstrates your suitability for this role, via email to mday@esteemmat.co.uk. Applications can also be submitted by post, for the attention of the HR Department, to the following address:

**HR Department
Esteem Multi-Academy Trust
Suite 43 Pure Offices
Lake View Drive
Annesley
Nottinghamshire
NG15 0DT**

Application forms

These can be downloaded from the Trust website <https://www.esteemmat.co.uk/jointheteam>. Wherever possible, please provide email addresses for your referees.

Closing Date

Please ensure your application arrives by 12 Noon on Monday 20 May 2019.

Interview

Interviews will be held on Thursday 23 May 2019.

If you have not heard from us within 2 weeks of the closing date, please assume that unfortunately, on this occasion, your application has not been successful.

Safeguarding

Stanton Vale Special School and Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be required to undertake an Enhanced criminal record check via the DBS.

[HR Tel: 01623 859886](tel:01623859886) E-mail: mday@esteemmat.co.uk

Stanton Vale School

Job Description: Class Teacher

Job Title	Class Teacher
Salary Scale	MPS/UPS + 1 SEN (dependent upon experience)
Responsible to	Headteacher

AREAS OF RESPONSIBILITY AND KEY TASKS

a) Planning, Teaching and Class Management - To:

Teach allocated pupils by planning their teaching to achieve progression of learning through:

- identifying clear teaching objectives and specifying how they will be taught and assessed.
- setting tasks which challenge pupils and ensure high levels of interest.
- setting appropriate and demanding expectations.
- setting clear targets, building on prior attainment.
- making effective use of assessment to ensure pupils make effective progress.
- ensuring effective teaching and best use of available time.
- using a variety of teaching methods to meet individual needs.
- evaluating their own teaching critically to improve effectiveness.
- managing teaching assistants in and out of the classroom.
- working with a range of school based and external professionals.
- communicating effectively with parents and carers.

b) Monitoring, Assessment, Recording, Reporting - To:

- Include assessment for learning (AFL) in all lessons.
- assess how well learning objectives have been achieved and use them to improve specific aspects of teaching.
- mark and monitor pupils' work and set targets for progress.
- assess and record pupils' progress systematically and keep records to check work is understood and completed, monitor strengths and weaknesses, inform planning and recognise the level at which the pupil is achieving.
- prepare and present informative reports to parents.

c) Other Professional Requirements - To:

- operate at all times within the stated policies and practices of the school.

-
- establish effective working relationships and set a good example through their presentation and personal and professional conduct.
 - participate in meetings and management systems necessary to coordinate the management of the school.
 - take responsibility for their own professional development and duties in relation to school policies and practices.
 - liaise effectively with governors.
 - take on any additional responsibilities which might from time to time be determined.

Teachers are expected to meet the requirements of the Teachers' Standards that apply to their position within the teachers' pay structure.

d) Subject Coordination, (no TLR) — To:

- be responsible for the coordination of a subject as determined by the head teacher
- work with the relevant curriculum leader (who carries responsibility and accountability for the curriculum and who monitors attainment, achievement and with others evaluates the quality of teaching).
- maintain materials and resources for the subject, making them accessible to others.

This job description may be amended at any time following discussion between the headteacher and member of staff, and will be reviewed annually.

Stanton Vale School

Person Specification: Class Teacher

Essential (E)

Desirable (D)

Qualifications	Qualified teacher Status	E
	Evidence of relevant training within the past five years	E
	A commitment to undertake further relevant training	E
Experience	Recent experience of working as a class teacher	E
	Ability to use a range of different teaching styles and strategies appropriately	E
	Previous experience with children with Special Educational Needs	E
	Previous work in a multi- disciplinary team	D
	Previous experience of leading a subject throughout school	D
	Previous experience working with pupils on the Autism Spectrum	D
Knowledge	Knowledge of the teachers' standards	E
	Understanding of the statutory framework within which the Local Authority and school operate	E
	Safeguarding and Child Protection awareness	E
	Awareness of the needs of pupils with autism	E
	Knowledge of different communication strategies	E
Skills and Qualities	The ability to:	
	Provide direct support for pupils with a range of complex special needs	E
	Communicate professionally and confidently with colleagues, other professionals and families	E
	Work collaboratively with a wide range of other professionals.	E
	Organise time and resources effectively	E
	Act in a positive fashion	E
	Good problem solving Strategies	D
Sensitivity and Tenacity	D	
Equal opportunities	Able to demonstrate knowledge and understanding of Equal Opportunities and the Equalities Act 2010.	E

Safeguarding and checks

Stanton Vale School and Esteem Multi-Academy Trust is committed to safeguarding and promoting the welfare of all its students. We expect all staff, volunteers and agency staff to share this commitment. The successful candidate will be required to undertake a Disclosure and Barring Service (DBS) check. The possession of a criminal record will not necessarily prevent an applicant from obtaining this post, as all cases are judged individually according to the nature of the role and information provided.

Stanton Vale School's Safeguarding Policy applies to all adults, including volunteers and agency staff, working in or on behalf of the MAT.

Each student's welfare is of paramount importance. We recognise that some children may be especially vulnerable to abuse e.g. those with special educational needs and disabilities, those living in adverse circumstances. We recognise that children who are abused or neglected may find it difficult to develop a sense of self-worth and to view the world positively. We recognise that some children who have experienced abuse may harm others. We will always take a considered and sensitive approach in order that we can support all students within our academies.

The MAT pays full regard to the DfE 'Keeping Children Safe in Education September 2018' guidance. We ensure that all appropriate measures are applied in relation to everyone who works for the MAT who is likely to be perceived by the students as a safe and trustworthy adult including volunteers and agency staff. As part of our safer recruiting practises, we scrutinise applicants; verify their identity, academic or vocational qualifications, obtain professional and personal references, check full employment history and ensure the applicant's health and physical capacity is suitable to undertake the role. Interviews and DBS checks are also undertaken.

This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as "spent" must be declared.

If you are currently working with children, either paid or voluntary, your current employer will be asked about disciplinary offences, including those related to children or young people (whether disciplinary sanction is current or time-expired), and whether you have been the subject of any child protection allegations or concerns and, if so, the outcome of any investigation or disciplinary proceedings.

If you are not currently working with children, but have done in the past, that previous employer will be asked about these issues.

Where neither your current or previous employment has involved working with children or young people, your current employer will be asked about your suitability to work with children and young people, although it may be answered “not applicable”, where appropriate, if your work has not brought you in to contact with children or young people.

Application process and timeline

An application form is available in [Appendix A](#) should you wish to apply for the role. An editable Word version of the form is available on the Trust's website at www.esteemmat.co.uk/jointheteam; click on the job role for which you are applying.

After the closing date, shortlisting will be conducted by a panel consisting of the Headteacher and Human Resources (HR) Lead, who will match your skills and experience against the criteria in the Person Specification. You will be selected for interview purely on your application form, so please ensure that you read the Job Description and Person Specification carefully before you complete your application form.

All candidates invited to the interview day must bring the following documents; original documents only, copies will not be accepted:

- Documentary evidence for your right to work in the UK
- Documentary evidence of identity which meets the DBS requirements i.e. current photocard driving licence including a photograph and/or a passport and/or a full birth certificate
- Documentary proof of current name and address i.e. utility bill, financial statement etc.
- Where appropriate, documentation evidencing a name change
- Educational or professional qualifications that are necessary or relevant for the post

Further information relating to DBS check documentation requirements can be found on the Government website at www.gov.uk/guidance/documents-the-applicant-must-provide.

If you are not the successful candidate, all your personal information will be destroyed, in a secure way, in line with General Data Protection Regulations (GDPR May 2018) guidelines.

References will be sought for shortlisted candidates and we may approach previous employers for information to verify experience or qualifications prior to interview. Any relevant issues arising from references will be discussed at interview.

Your completed application form and supporting letter should address and evidence the essential and desired criteria in the Person Specification.

Closing date for applications to be received is Monday 20 May 2019 (12 noon).

Interviews to be held on Thursday 23rd May 2019

Completed application forms can be returned electronically to Maxine Day, HR Manager, via email to mday@esteemmat.co.uk.

If you wish to submit your application form by post, please return it to the following address:

Private & Confidential
Maxine Day
HR Manager
Esteem Multi-Academy Trust
Suite 43 Pure Offices
Lake View Drive
Annesley
Nottinghamshire
NG15 0DT

APPENDIX A

APPLICATION FORM

TEACHER APPLICATION FORM

**Please note – this post involves working with children so the appointment will be subject to a Disclosure and Barring Service Enhanced check. See supporting information for further details.
Please complete in BLACK ink or TYPE. Please complete every section.**

JOB DETAILS	
Job title	
Closing date	

PERSONAL DETAILS									
Title	<input style="width: 90%;" type="text"/>	Surname	<input style="width: 90%;" type="text"/>	First names	<input style="width: 95%;" type="text"/>				
Previous names (if any)	<input style="width: 100%;" type="text"/>			Preferred first name	<input style="width: 95%;" type="text"/>				
Date of birth	<input style="width: 100%;" type="text"/>			Current annual salary or full time equivalent	<input style="width: 95%;" type="text"/>				
National Ins No	<input style="width: 20%;" type="text"/>	<input style="width: 20%;" type="text"/>	<input style="width: 20%;" type="text"/>	<input style="width: 20%;" type="text"/>	<input style="width: 20%;" type="text"/>	<input style="width: 20%;" type="text"/>	<input style="width: 20%;" type="text"/>	Home telephone	<input style="width: 95%;" type="text"/>
Address	<input style="width: 100%;" type="text"/>			Daytime telephone	<input style="width: 95%;" type="text"/>				
Postcode	<input style="width: 100%;" type="text"/>			Mobile telephone	<input style="width: 95%;" type="text"/>				
Email address	<input style="width: 100%;" type="text"/>								
				Do you have a disability? *	Yes <input type="checkbox"/> No <input type="checkbox"/>				

** The Disability Discrimination Act defines disability as 'a physical or mental impairment which has a substantial and long-term effect on your ability to carry out normal day-to-day activities'*

TEACHING INFORMATION			
DCSF reference number	<input style="width: 90%;" type="text"/>	Date qualified as a teacher	<input style="width: 95%;" type="text"/>
Type of teacher training undertaken	Secondary <input style="width: 50%;" type="checkbox"/>	Primary (nursery, infant, junior)	<input style="width: 50%;" type="checkbox"/>
Subjects qualified to teach	<input style="width: 100%;" type="text"/>		
Do you have Qualified Teacher Status?	Yes <input type="checkbox"/> No <input type="checkbox"/>		
Have you successfully completed:			
Your probationary/induction year?	Yes <input type="checkbox"/> No <input type="checkbox"/>		
Skill tests in literacy, numeracy and ICT?	Yes <input type="checkbox"/> No <input type="checkbox"/>		
Are you registered with the General Teaching Council?	Yes <input type="checkbox"/> No <input type="checkbox"/>		

Please give details about all the education and qualifications you have including degrees with class and division and teaching certificates. If you are shortlisted, evidence of all qualifications should be brought to interview. Please continue on a separate sheet if necessary.

UNIVERSITY DEGREE					
Establishment	Full-time or part-time	Qualifications (indicate class and division)	Dates attended		Date of final exam
			from	to	

TEACHING QUALIFICATION					
Establishment	Full-time or part-time	Qualifications (indicate class and division)	Dates attended		Date of final exam
			from	to	

OTHER QUALIFICATIONS, FULL OR PART-TIME STUDY <i>(include NPQH for Headships)</i>					
Establishment	Full-time or part-time	Qualifications (indicate class and division)	Dates attended		Date of final exam
			from	to	

OTHER COURSES AND INSET IN WHICH YOU HAVE BEEN INVOLVED DURING THE PAST THREE YEARS AND WHICH YOU CONSIDER RELEVANT TO THIS POST. PLEASE INDICATE WHO PROVIDED IT AND START/FINISH DATES.

EMPLOYMENT RECORD

Please give details of **all** previous jobs including temporary or voluntary work in chronological order ending with your present post. This section is split into teaching and non-teaching. Please include periods when you were not working under the non-teaching section as **all time must be accounted for and may be checked**. Continue on separate sheet if necessary.

TEACHING								
Local authority or employer	Name and type of school or establishment	Pupil age range	Approx number on roll	Post held and salary grade	Full-time or part-time	Dates		Reason for leaving
						from	to	

NON-TEACHING						
<i>Please give details of all paid and non paid time outside teaching including family responsibilities since leaving full-time education</i>						
Employer (if appropriate)	Post title (if appropriate)	Brief description of activity/responsibility or duties	Full-time or part-time	Dates		Reason for leaving
				from	to	

SUITABILITY FOR JOB

This section is for other relevant information to support your application. Please give examples where appropriate.

REFERENCES

Please nominate **two** referees (unless stated otherwise in the details of the post). If you are working at the moment, one referee must be your present employer. If you are not working with children at the moment but have done so in the past, please indicate the name of that last employer as one of your referees. Referees will be asked for information on disciplinary issues, sickness absence, etc. References will not be accepted from relatives or from people writing solely in the capacity of a friend.

Name of your first referee

Their job title

Their relationship to you e.g. headteacher

Organisation and address

Postcode

Email

Telephone

Name of your second referee

Their job title

Their relationship to you e.g. headteacher

Organisation and address

Postcode

Email

Telephone

Please note – Esteem Multi-Academy Trust Ltd and where appropriate the school's governing body reserve the right to contact previous employers to verify experience or qualifications.

ASSOCIATION WITH A MEMBER, A TRUSTEE OR EMPLOYEE OF ESTEEM MULTI-ACADEMY TRUST

Do you have a close association with a Member, Trustee or employee of the trust including any schools within the trust?

Yes No

If yes, please give details

Their name	Their job	Department/school	Your relationship

Please note

Any applicant who directly or indirectly seeks the support of any Member/Trustee or officer for any appointment with Esteem Multi-Academy Trust will be disqualified.

DISCLOSURE OF CRIMINAL RECORDS/SANCTIONS

For teaching and lecturing posts you have to disclose any conviction, warning, reprimand, caution or other order including “spent convictions”, that are not “protected” as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013. Details of any such disclosure should be placed in a sealed envelope marked “Confidential” and brought to interview. Any information disclosed will be treated in the strictest confidence. Any offer of appointment will be subject to satisfactory Disclosure & Barring Service clearance.

You must disclose details of any current sanctions imposed by a regulatory body e.g. the General Teaching Council. If you have any such sanctions, please tick here.

Have you lived or worked abroad in any one country for 6 months or longer at any time since the age of 18?

Yes No

If Yes, please give dates and countries

DECLARATION

I declare that the information on this form is true and accurate.

I understand that providing misleading or false information will disqualify me from appointment or may lead to me being dismissed if appointed to the job.

My name has not been placed on any list which disqualifies me from working with children.

I confirm that I have read the above statements in respect of “Disclosure of Criminal Records/Sanctions” and understand the requirements of this position.

Privacy Notice 

I consent to the information contained in this form, and any other information received by or on behalf of the trust relating to my application, being processed by the trust in administering the recruitment process and to assist with the prevention and detection of fraud.

Signature

Date

If you submit this form electronically, you will be required to sign this declaration if invited to interview.

Please advise us of any other information relevant to the recruitment process so we can ensure every attempt is made to meet your needs. This could include dates when you are not available for interview or any special requirements you may have such as necessary equipment and/or resources to enable you to attend an interview.

EQUAL OPPORTUNITIES MONITORING FORM

The trust is committed to its equality and diversity policy. We want to do all we can to prevent discrimination in any form and you can help us in this by completing the information below. The information given on this sheet will **not** be used to make decisions about who is recruited. The form will **not** be seen by the shortlisting/interview panel. It will be used to improve equality in recruitment and overall service delivery. Your help filling in this form is greatly appreciated. Thank you.

DATE OF BIRTH	DD		MM		YYYY	
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RACIAL OR ETHNIC ORIGINS								
White British	<input type="checkbox"/>	<i>WB</i>	Other mixed background	<input type="checkbox"/>	<i>MO</i>	Black Caribbean	<input type="checkbox"/>	<i>BC</i>
White Irish	<input type="checkbox"/>	<i>WI</i>	Indian	<input type="checkbox"/>	<i>AI</i>	Black African	<input type="checkbox"/>	<i>BA</i>
White other	<input type="checkbox"/>	<i>WO</i>	Pakistani	<input type="checkbox"/>	<i>AP</i>	Other black background	<input type="checkbox"/>	<i>BO</i>
White & Black Caribbean	<input type="checkbox"/>	<i>MC</i>	Bangladeshi	<input type="checkbox"/>	<i>AB</i>	Chinese	<input type="checkbox"/>	<i>OC</i>
White & Black African	<input type="checkbox"/>	<i>MB</i>	Other Asian background	<input type="checkbox"/>	<i>OA</i>	Gypsy or Irish Traveller	<input type="checkbox"/>	<i>OG</i>
White & Asian	<input type="checkbox"/>	<i>MA</i>	Arab	<input type="checkbox"/>	<i>AR</i>	Any other	<input type="checkbox"/>	<i>OT</i>

DISABILITY	
Are you disabled?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Esteem multi-Academy Trust welcomes applications from disabled people and undertakes to offer every appropriate support to enable them to gain and retain employment.	

GENDER	
Male <input type="checkbox"/>	Female <input type="checkbox"/>

RELIGION / BELIEF – please tick only one box					
Buddhist	<input type="checkbox"/>	Jewish	<input type="checkbox"/>	None	<input type="checkbox"/>
Christian (all denominations)	<input type="checkbox"/>	Muslim	<input type="checkbox"/>	Other religion or belief	<input type="checkbox"/>
Hindu	<input type="checkbox"/>	Sikh	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>

SEXUAL ORIENTATION – please tick only one box					
Bisexual	<input type="checkbox"/>	Lesbian or gay woman	<input type="checkbox"/>	Gay man	<input type="checkbox"/>
Heterosexual	<input type="checkbox"/>	Other	<input type="checkbox"/>	Prefer not to say	<input type="checkbox"/>

HOW DID YOU FIND OUT ABOUT THIS JOB?	
e.g. website, newspaper (please tell us which), Job Centre etc.	

EMPLOYMENT	
Do you work for the Esteem Multi-Academy Trust at the moment?	Yes <input type="checkbox"/> No <input type="checkbox"/>