



# Frederick Bremer School

*Respect, Responsibility, Integrity*

**Address:** Siddeley Road, Walthamstow, London E17 4EY

**Headteacher:** Ms Jenny Smith

**Website:** [www.bremer.org.uk](http://www.bremer.org.uk)

## Application Pack

**Role:**

**TEACHER OF PE**



**December 2015**

**"This is a GOOD School"**

Leadership and Management GOOD  
Teaching, Learning and Assessment GOOD  
Personal development, behaviour and welfare GOOD  
GOOD  
Outcomes for pupils GOOD



Section	Description
1.	Welcome letter from the Head Teacher and the Chair of Governors
2.	Copy of the post advertisement
3.	Job Description – Teaching Staff
4.	Person Specification – Teaching Staff
5.	Safeguarding and Child Protection
6.	How to apply
7.	Information on Asylum and Immigration Checks
8.	Policy on Recruiting Ex-Offenders and the Safekeeping of Disclosures
9.	Equal Opportunity Policy Statement



## Job Role: Teacher of PE

Thank you for showing an interest in this post at Frederick Bremer School. We appreciate that applying for a new position is not taken lightly, and the decision about this post is as much about it being right for you as well as for us. You will find information regarding the post in this pack, and more general information about the school on our website. You are encouraged to visit the school prior to interview, and you can also request a phone conversation with the Head Teacher beforehand.

### The Post

We are looking for an enthusiastic teacher of PE to join our successful department. You will be joining an experienced and popular department, who deliver a range of sports across the curriculum at Key Stage Three and Four. You will need to be willing and/or experienced in delivering the new GCSE specifications and be able to take responsibility for some of our sports teams. Our pupils are hugely successful in a range of sports competitions, and uptake in PE and sports is high.

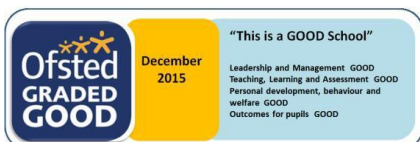
### The School

As recognised in our recent Ofsted report, the school has been on a journey of educational transformation over the last 3 years. We are now judged as a good school across all areas, and are on a journey of moving to outstanding. Our vision and values are at the heart of our practice, and you will need to share our commitment to ensure every pupil is, not only academically successful, but also equipped with the skills, qualities and attributes to be a successful 21<sup>st</sup> century citizen.

Our school is truly representative of our local community. We are incredibly diverse, and no ethnic group is more than 18% of the school population. Over 50% of pupils are eligible for Pupil Premium, and we have all socio-economic groups of the local area represented. We have two thirds boys to girls (the impact of 3 girls' schools in the Authority), but it is not apparent that girls are a minority group.

Our school is truly a community hub. Over 75% of pupils live less than 1 mile from the school gates. Our parents, Governors and pupils are proud to be members of the Frederick Bremer community. Our school is used extensively by the local community outside school hours. As Ofsted stated in 2013, this is 'truly a harmonious community' where we all 'just get along', and reiterated in 2015 by stating 'Relationships are positive and the strong community spirit leads to pupils working very well together'. Our school values are embedded in the school, and our diversity is our strength.

Our pupils are a pleasure to work with; they are ambitious for themselves and their community. We are now ready to move to the next, outstanding stage of school improvement here, and it is an opportunity for an ambitious individual to make a significant contribution to this journey.





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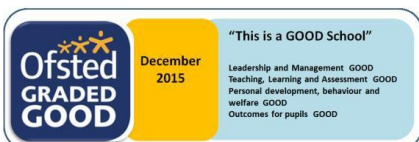


This is an exciting time to join Bremer. We have brilliant pupils, a very supportive staff and Governing Body and great parents. If you are looking to join a school which is on a rapid trajectory of improvement, and also to develop your skills as an aspirational teacher, then this is an exciting opportunity for you.

We look forward to receiving your application.

Jenny Smith  
Headteacher

Michelle Hegarty  
Chair of Governors





**Ofsted December 2015**

*"The quality of teaching is increasingly strong and pupils are making rapid progress."*

*"Outcomes in 2015 were the best achieved over the last four years. This placed the school in the top 25% of all schools nationally."*

*"Pupils enjoy being a part of the strong inclusive school community and have confidence in each other."*

## **REQUIRED SEPTEMBER 2017**

**Position: Teacher of PE**

**Salary: MPS**

**Pupil Roll: 900**

**Pupil Age range: 11-16 yrs**

**Co-educational**

We are looking for a talented PE teacher who is passionate about their subject and who is able to engage and inspire our students. We have a highly successful and popular PE department, who achieve excellent results every year. The successful candidate will join an experienced team which is committed to collaborative working. We are an inclusive community school serving a diverse community. Frederick Bremer is a popular and over-subscribed school which enjoys excellent state of the art facilities in a new building.

We welcome applications from both experienced teachers and NQTs. A specialism in Sports Science and/or rugby, football or cricket would be advantageous.

The school is at an exciting point in its development; we are judged as a Good school by Ofsted but we are on a rapid journey to exceed this. We would welcome applications from ambitious individuals who share our vision and wish to contribute to transforming community education in Walthamstow. Our staff are committed to sharing good practice and collaborative working, with opportunities for creativity within the curriculum encouraged. Frederick Bremer is a school which enjoys excellent state of the art facilities, and is rapidly improving to become an outstanding provider of high quality local education.

*The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Offer of a position is subject to receiving satisfactory references and an Enhanced DBS Clearance*

For more information and an application pack please see our website: [www.bremer.org.uk](http://www.bremer.org.uk) or contact Sheri Warwick-Baker on 020 8498 3344 or email [recruitment@bremer.waltham.sch.uk](mailto:recruitment@bremer.waltham.sch.uk) if you would like to visit the school before submitting your application please contact us.

**Completed application forms should be returned or emailed to [recruitment@bremer.waltham.sch.uk](mailto:recruitment@bremer.waltham.sch.uk) by 9 am on Friday, 12<sup>th</sup> May 2017. Interviews to be held on Thursday 18<sup>th</sup> May 2017.**



## JOB DESCRIPTION

### Job Profile: PE Teacher - MPS

All teachers at Frederick Bremer School are expected to uphold the school vision and ethos on a daily basis through their professional conduct.

*All teachers' job descriptions define the responsibilities of the postholder as being:*

- *Under the reasonable direction of the Headteacher to carry out the professional duties of a school teacher as set out in the School Teachers' Pay & Conditions Document (STPCD)*
- *To comply with Health and Safety at Work Legislation*

In the case of main scale teachers' job descriptions, each paragraph is taken directly from the School Teachers Pay & Conditions Document.

**Responsible to/line managed by:** Head of Department (PE) and Head of Year (tutoring)

**Scale Code:** Main Professional Pay Spine

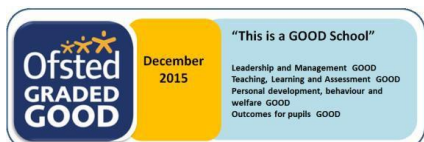
**Responsible for:** The achievement and safety of pupils by providing high quality teaching and learning opportunities within the spirit of the school's vision.

All staff will be responsible to their Heads of Department, the Headteacher and Senior Leadership Team of the school for ensuring the general good order and discipline of the school, and in the implementation of all policies. All staff are expected to have a clear understanding of the vision, aims, and ethos of the school, and an awareness of its role in the community. It is essential that the academic and pastoral frameworks of the school are seen as inter-related.

#### Specific responsibilities for all teachers

##### Teaching and Learning

1. Teach good and outstanding lessons.
2. Teaching with due regard to current Health and Safety legislation.
3. Planning and preparing schemes of learning and lessons.
4. Teaching the full range of KS3 and KS4 classes according to their educational needs, the students assigned to her/him, including the setting and marking of work to be carried out by the student in the school and elsewhere.
5. Promoting the general progress and well-being of individual students and of any class or group of students assigned to her/him.





6. Advising and co-operating with the Headteacher and other teachers, as well as other adults providing in-class partnership teaching, on the preparation and development of courses of study, teaching materials, teaching programmes, schemes of learning, methods of teaching and assessment and pastoral arrangements.
7. Participating in meetings at the school which relate to the curriculum for the school or the administration or organisation of the school, including pastoral arrangements. Participating in administrative and organisational tasks related to such duties as are described above, including the management or supervision of persons providing support for the teachers in the school and the ordering and allocation of equipment and materials.
8. Taking such part as may be required of her/him in the review, development and management of activities, relating to the curriculum, organisation and pastoral functions of the school.

### **Assessment, Tracking Student Progress & Reporting To Parents /Carers**

9. Participating in arrangements for preparing students for public examinations and in assessing students for the purpose of such examinations; and participating in arrangements for and supervision during such examinations.
10. Assessing, recording and reporting on the development, progress and attainment of students.
11. Providing or contributing to oral and written assessments, reports and references for individual students and groups of students.
12. Keeping records of the achievement and progress of students.
13. Keeping records of, and profiles on, the personal and social needs of students.

### **Pastoral Support & Guidance**

14. Providing guidance and advice to students on educational and social matters and on their further education and future careers, including information about sources of more expert advice on specific questions; making relevant records and reports.
15. Maintaining good order and discipline among students and safeguarding their health and safety both when they are authorised to be on the school premises and when they are engaged in authorised activities elsewhere.
16. Attending assemblies, registering the attendance of students and supervising students, whether these duties are to be performed before, during or after school sessions.
17. To act as a tutor/co-tutor to a designated group and to act as academic tutor to that group, supporting students in achieving the highest possible standards through setting and monitoring challenging targets.



## Performance Management & Continuous Professional Development

18. Ensure adherence to the Teacher Standards
19. Participating in any arrangements within an agreed national framework for the appraisal of her/his performance and that of other teachers.
20. Reviewing from time to time her/his methods of teaching and programmes of work.
21. Participating in arrangements for her/his further training and professional development as a teacher.
22. In the case of a teacher serving an induction period pursuant to the Induction Regulations, participating in arrangements for her/his supervision and training.
23. Working towards meeting of Threshold Standards or UPS standards, where relevant.
24. Undertake any reasonable direction from the Headteacher.

## All staff are expected to behave in accordance with the school values:

### We show respect by:

- Listening to what others have to say
- Thinking about our body language and demeanour
- Praising in public and challenging in private

### We show responsibility by:

- Being proactive
- Keeping to deadlines
- Being consistent
- Being on time
- Doing our jobs to the best of our ability
- Offering help and support to others when needed

### We show integrity by:

- Owning up to mistakes
- Being open and honest
- Having a culture of no blame
- Doing the right thing even though it may be difficult
- Treating everyone equally



## Person Specification and Assessment Teaching Staff

JOB REQUIREMENTS	Essential	Desirable	Method of Assessment  I/T/A*
<b>Qualifications</b>			
Qualified Teacher Status	✓		A
A degree in a relevant subject (Sports Science)	✓		A
Evidence of recent and relevant training	✓		A
<b>Experience</b>			
Evidence of excellent teaching ability and successful impact on student progress	✓		A/I/T
Experience of teaching 'traditional' sports (Rugby, Football, Cricket)			
<b>Skills, knowledge and Understanding</b>			
A good knowledge and an awareness of developments in the National Curriculum and other statutory requirements at KS3 and KS4	✓		A/I/T
A sound understanding of planning and assessment for learning	✓		A/I/T
Proven administrative and organisational skills	✓		A/I/T
Ability to communicate effectively and appropriately with both staff and students, and to be able to prepare reports, profiles and maintain clear and comprehensive records	✓		A/I/T



An awareness of the range of strategies to address the differing needs which exist in the mixed ability classroom and which include second language learners	✓		A/I/T
An understanding and appreciation of the value of interesting and stimulating display and other motivational materials	✓		A/I/T
A familiarity with IT and with its educational uses as well as an ability to use it effectively to fulfil data input requirements	✓		A/I/T
A commitment to raising achievement and experience of devising and implementing successful strategies in order to do this	✓		A/I
An understanding of target setting and action plans	✓		A/I
<b>Personal qualities</b>			
An understanding of the principles involved in being a successful team member	✓		A/I
An understanding of the importance of emotional intelligence in managing oneself and others	✓		A/I
An ability to maintain professional integrity even when under pressure	✓		A/I

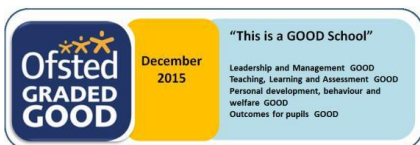


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<b>Other Requirements</b>			
A commitment to on-going personal development and willingness to undertake appropriate training	✓		A/I
Appointment to the post is subject to a satisfactory enhanced CRB check	✓		A
This post is exempt from section 4(2) of the Rehabilitation of Offenders Act, 1974, as the duties give you access to persons who are under the age of 18. Applicants are not entitled to withhold information about convictions, which would be regarded as spent for other purposes.	✓		A





## Monitoring Information

In order to monitor the effectiveness of Waltham Forest Councils Equal Opportunities Policy, and to comply with the requirements of the Race Relations Amendment Act 2000 you are required to complete Section A. Completion of Section B is voluntary, however completion will ensure all staff are treated fairly and equally.

Post Applied for:

### Monitoring Ethnic Origin

Please indicate your ethnic origin by ticking one of the five broad divisions shown below:

White		Black or Black British	
<input type="checkbox"/>	British	<input type="checkbox"/>	African
<input type="checkbox"/>	Irish	<input type="checkbox"/>	Caribbean
<input type="checkbox"/>	Any other White background	<input type="checkbox"/>	Any other Black background
Please specify: <input type="text"/>		Please specify: <input type="text"/>	
Asian or Asian British		Dual Multiple Heritage	
<input type="checkbox"/>	Bangladeshi	<input type="checkbox"/>	White and Asian
<input type="checkbox"/>	Indian	<input type="checkbox"/>	White and Black African
<input type="checkbox"/>	Pakistani	<input type="checkbox"/>	White and Black Caribbean
Please specify: <input type="text"/>		Please specify: <input type="text"/>	
Chinese or other Ethnic Group			
<input type="checkbox"/>	Chinese	<input type="checkbox"/>	Other
<input type="checkbox"/>	Do not wish to declare	Please specify: <input type="text"/>	

### Monitoring Disability

Do you consider yourself to have a disability as defined* in the Disability Discrimination Act 1995. The Act defines disability as: "a physical or mental impairment which has substantial and long-term effect on a person's ability to carry out normal day to day activities".	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Yes		No		Do not wish to declare

### Monitoring Gender

<input type="checkbox"/>	Male	<input type="checkbox"/>	Female	<input type="checkbox"/>	Do not wish to declare
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### Monitoring Media

Please specify how you found out about this role

### Monitoring Age Group

<input type="checkbox"/>	Under 20	<input type="checkbox"/>	20-29	<input type="checkbox"/>	30-39	<input type="checkbox"/>	40-49	<input type="checkbox"/>	50-59	<input type="checkbox"/>	60 +
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### Monitoring Religion

<input type="checkbox"/>	None	<input type="checkbox"/>	Christian	<input type="checkbox"/>	Buddhist
<input type="checkbox"/>	Hindu	<input type="checkbox"/>	Muslim	<input type="checkbox"/>	Jewish
<input type="checkbox"/>	Sikh	Other, please specify <input type="text"/>		Do not wish to declare	

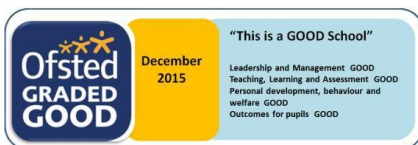
Heterosexual

Gay Man

Bisexual

Lesbian

Do not wish to declare





## Important Note for All Applicants Please Read Carefully

### Asylum and Immigration Act 1996 Section 8 Prevention of Illegal Working

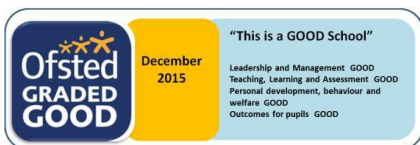
Section 8 of the Asylum and Immigration Act 1996 requires all employers in the United Kingdom to make basic document checks on every person they intend to employ. By making these checks, employers can be sure they will not break the law by employing illegal workers.

On 1 May 2004, the Government introduced changes to the types of document that an employer will need to check to avoid employing illegal workers.

**You will be required to provide one of the documents from List 1 or 2 documents in the combination as stated in List 2.**

List 1	
•	A passport showing that the holder is a British citizen, or has a right of abode in the United Kingdom.
•	A document showing that the holder is a national of a European Economic Area country or Switzerland. This must be a national passport or national identity card.
•	A residence permit issued by the Home Office to a national from a European Economic Area country or Switzerland.
•	A passport or other document issued by the Home Office which has an endorsement stating that the holder has a current right of residence in the United Kingdom as the family member of a national from a European Economic Area country or Switzerland who is resident in the United Kingdom.
•	A passport or other travel document endorsed to show that the holder can stay indefinitely in the United Kingdom, or has not time limit on their stay.
•	A passport or other travel document endorsed to show that the holder can stay in the United Kingdom; and that this endorsement allows the holder to do the type of work you are offering if they do not have a work permit.
•	An Application Registration Card issued by the Home Office to an asylum seeker stating that the holder is permitted to take employment.

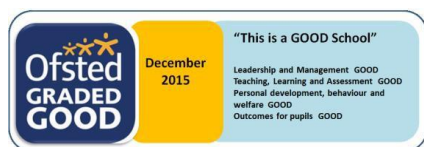
**There is no need to provide documents from List 2 if you have provided a document in the list above.**





List 2	
<b>First Combination</b>	
<b>A</b>	A document giving your permanent National Insurance Number and name. This could be a: P45, P60, National Insurance card, or a letter from a Government agency.
<b>Along with one of the following documents listed in sections B-H:</b>	
<b>B</b>	A full birth certificate issued in the United Kingdom, which includes the names of the holder's parents; OR
<b>C</b>	A birth certificate issued in the Channel Islands, the Isle of Man or Ireland; OR
<b>D</b>	A certificate of registration or naturalisation stating that the holder is a British Citizen; OR
<b>E</b>	A letter issued by the Home Office to the holder which indicates that the person named in it can stay indefinitely in the United Kingdom, or has no time limit on their stay; OR
<b>F</b>	An Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the person named in it can stay indefinitely in the United Kingdom, or has no time limit on their stay; OR
<b>G</b>	A letter issued by the Home Office to the holder which indicates that the person named in it can stay in the United Kingdom, and this allows them to do the type of work you are offering;
<b>H</b>	An Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the person named in it can stay in the United Kingdom, and this allows them to do the type of work you are offering.
<b>Second Combination</b>	
<b>A</b>	A work permit or other approval to take employment that has been issued by Work Permits UK.
<b>Along with a document issued by Work Permits UK, you should also provide one of the following documents listed in Sections B-C:</b>	
<b>B</b>	A passport or other travel document endorsed to show that the holder is able to stay in the United Kingdom and can take the work permit employment in question; OR
<b>C</b>	A letter issued by the Home Office to the holder confirming that the person named in it is able to stay in the United Kingdom and can take the work permit employment in question.
<b>Please note: it is a requirement that we keep a photocopy of the original documents if you are successful in your application.</b>	

Workers Registration Scheme			
If you are a national from one of the following countries who joined the European Union on the 1 May 2004, you will need to register with the Home Office when you commence employment and a copy of your Registration Certificate will be kept on your personal file.			
<b>Czech Republic</b>	<b>Latvia</b>	<b>Slovakia</b>	<b>Hungary</b>
<b>Estonia</b>	<b>Lithuania</b>	<b>Slovenia</b>	<b>Poland</b>
Nationals from <b>Cyprus</b> or <b>Malta</b> will not be required to register.			





## Policy Statement on Recruiting Ex-Offenders And Safekeeping of Disclosures



The policy objective of London Borough of Waltham Forest on disclosure information is:

- To ensure that disclosure information is used fairly in the recruitment process to prevent discrimination against **staff, volunteers, service users, potential employees and ex-offenders** on the basis of conviction or other details.
- To maximise the protection for children in Waltham Forest schools and other vulnerable people against those who might wish to harm them.

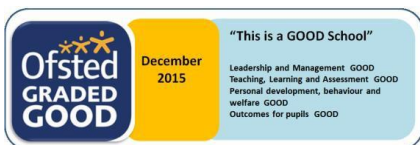
To achieve our policy objectives and to comply with the Criminal Records Bureau (DBS) Code of Practice under Section 122 of the Police Act 1997, London Borough of Waltham Forest, as a Registered Umbrella Body for Disclosure, undertakes to implement the following general provisions.

### General Provisions on Disclosure Policy

#### 1. Recruitment Process

London Borough of Waltham Forest will carry out risk assessments for each position and encourage managers to adopt an open mind in recruitment decisions. In making recruitment decisions our managers will:

- Assess the nature and relevance of the offence, the potential risks involved in employing the offender, and how these could be sensibly and effectively managed.
- Focus on a person's abilities, skills, experience and qualifications.
- Consider the nature of the conviction and its relevance to the job in question.
- Identify the risks to our business, customers, clients and employees.
- Recognise that having a criminal record does not always mean a lack of skills,
- Note that high-quality training, leading to qualifications is available in prison
- State the level of Disclosure applicable to any posts that requires a Disclosure
- Discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.





- Ensure that where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. We request that this information is sent under separate, confidential cover, to a designated person within your school and we guarantee that this information will only be seen by those who need to see it as part of the recruitment process.
- Only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974, unless the nature of the position allows London Borough of Waltham Forest to ask questions about your entire criminal record.
- Include in application forms or accompanying materials a statement to the effect that a criminal record will not necessarily be a bar to obtaining a position. Where a Disclosure is required, all application forms, job adverts and recruitment briefs will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.

## 2. Recruitment of Ex- Offenders

Unless the nature of the work demands it, ex-offenders will not be asked to disclose any convictions 'spent' under the Rehabilitation of Offenders Act 1974. Having an 'unspent' conviction will not necessarily bar an individual from employment. This will depend on the circumstances and background of the offence(s).

London Borough of Waltham Forest meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, therefore all applicants for positions of trust who are offered employment will be subject to a criminal record check from the Criminal Records Bureau before the appointment is confirmed. This will include details of cautions, reprimands or final warnings, as well as convictions.

## 3. Declaration of Convictions

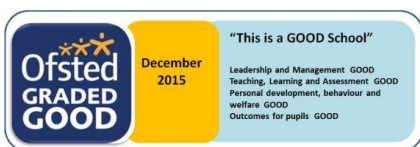
Applicants will be actively encouraged to declare any convictions, or any other information that may be relevant, at an early stage in the recruitment process. **Failure to declare a conviction, caution or bind-over may, however, disqualify an applicant from appointment, or result in summary dismissal if the discrepancy comes to light.**

## 4. Training

We ensure that all those in London Borough of Waltham Forest who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.

## 5. Storage & Access

Disclosure information is never kept on an applicant's personnel file and is always kept separately and securely, in lockable, non-portable, storage containers with access strictly controlled and limited to those who are entitled to see it as part of their duties. Documents are kept in lockable and non-portable storage containers. Keys or combinations for such storage units are **only** available to named individuals. Access to rooms containing storage containers are restricted to staff engaged in recruitment work.





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No photocopy or other image of the Disclosure is retained, nor is any copy of the contents made or kept. However, records will be kept of the date of a Disclosure, the name of the applicant, the type of Disclosure, the post in question, the unique number issued by the Bureau and the recruitment decision taken, as well as a written record of the names to whom disclosure information has been revealed.

## 6. Handling

In accordance with section 124 of the Police Act 1997, Disclosure information is only passed to those who are authorised to receive it in the course of their duties. We maintain a record of all those to whom Disclosures or Disclosure information has been revealed and we recognise that it is a criminal offence to pass this information to anyone who is not entitled to receive it.

There may be circumstances where a recipient of Disclosure information is asked to reveal details of a Disclosure to a third party in connection with legal proceedings for example, in a case submitted to an Employment Tribunal. In such instances London Borough of Waltham Forest will inform the Bureau of any such request **immediately and prior** to the release of any information.

## 7. Usage

Disclosure information is only used for the specific purpose for which it was requested and for which the applicant's full consent has been given.

## 8. Retention

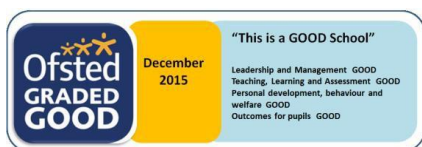
Once a recruitment (or other relevant) decision has been made, Disclosure information is kept for a period of up to six months, to allow for the consideration and resolution of any disputes or complaints.

If, in very exceptional circumstances, it is considered necessary to keep Disclosure information for longer than six months, we will consult the DBS about this and will give full consideration to the Data Protection and Human Rights of the individual subject before doing so.

London Borough of Waltham Forest will not keep any photocopy or other image of the Disclosure or any copy or representation of the contents of a Disclosure. However, we will retain the top part of the Disclosure certificate as proof of having received the document once the six-month retention period has elapsed. This contains the details of the applicant along with a reference number known to the DBS, but does not contain details of any convictions. (*References in this section to Disclosures include relevant non-conviction information supplied by the police but not included on Disclosures.*)

## 9. Disposal

Once the retention period has elapsed, we will ensure that any Disclosure information is immediately destroyed by secure means, i.e. by shredding, pulping or burning. While awaiting destruction, Disclosure information will not be kept in any insecure receptacle (e.g. waste bin or confidential waste sack).





## 10. Lost Disclosures

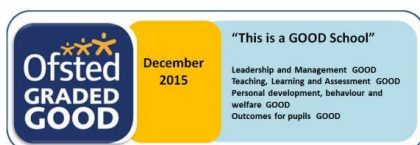
If Disclosure information (or information contained within the Disclosure) is lost, the DBS will be informed immediately. The DBS will consider whether to issue a replacement, if this is requested.

## 11. Availability of Policy

A copy of London Borough of Waltham Forest's Policy on employing people with criminal records is included in recruitment material. We make every subject of disclosure aware of the existence of London Borough of Waltham Forest's full disclosure policy and handling of disclosures and the DBS code of practice. These will be made available to staff, potential employees and service users on request.

## 12. Assurance checks

London Borough of Waltham Forest will implement internal audit checks on the disclosure process and co-operate with the Disclosure Barring Services in respect of any compliance enquiries and related matters.



## Equal Opportunity Policy Statement



Good government really matters. In Waltham Forest we recognise the impact that Council activities can have on the quality of life of the people and communities that we serve. It's our job (in partnership with others) to protect the environment; improve public health; support the vulnerable; educate for life; improve the quality of homes people live in; develop the economy of the area; promote and foster choice and democracy.

What we do can make a real difference in the life of the people we serve. We are determined to be a modern Council working with the community for the community – and equality of opportunity is at the heart of our thinking and effort.

- Equal opportunity in service delivery means that we recognise the different and equivalent needs of the individuals and communities we serve and that we aim to meet them in a fair, objective and open way.
- Equal Opportunity in employment means offering genuine equivalent treatment to our staff across the whole range of our employment and recruitment practices.
- Our aim is to enable all our employees to make their distinctive contributions to the benefit of the people of Waltham Forest.
- Therefore the Council is determined (and enthusiastic) about developing a working culture that is fair and inclusive. Sadly, prejudice, whether conscious or unconscious is still a matter of fact in society as a whole. We don't underestimate the power of the influences which work against equality of opportunity in organisations, institutions and individuals.
- But we believe that a commitment toward equality and diversity is right for society, right for the Council, right for staff, right for customers, and right for our communities. We will regularly review the effect of our employment practices to make sure that they are appropriate and that they work the way we intend. We will encourage our staff and partners to welcome diversity, respect each person's individuality and value their creativity. We expect our managers to champion our values, challenge prejudice and role-model appropriate behaviour.
- We will take stock of our progress regularly, using a variety of measures. We will ask our staff, customers, suppliers and partners what they think. We are committed to improving our performance, and people's perception of it, consistently over time.

### Employment with Disabilities

The Council has been awarded the Disability Symbol, commonly known as the "Two Ticks". To encourage more applicants from people with disabilities we operate a Job Interview Guarantee scheme. This means if you meet all the essential criteria for the job you are applying for we will invite you for an interview.

## Safeguarding Summary

This summary sheet is for all staff working, volunteering or officially visiting the school including those on supply or other short contracts (even if for only a day). Ensuring such staff read this sheet contributes to the school's commitment to safeguarding and promoting the welfare of pupils. All of us should aim to proactively safeguard and promote the welfare of children so that the need for action to protect children from harm is reduced.

**We are committed to embedding a culture of vigilance in everything we do.**

As an adult in this school you have a duty of care towards all pupils. This means you should act at all times in a way that is consistent with their safety and welfare. Be alert to signs and indicators of possible abuse (a checklist is available from Reception as part of the Safeguarding Policy and summarised below). If you have a concern about a child, particularly if you think s/he may be suffering or at risk of suffering harm, it is your responsibility to share the information promptly with the Designated Member of Staff for Child Protection (Stephanie Shaldas/Neil Larkin) or the Deputy Lead (Deborah Davies). In the absence of a designated member of staff you should report to the Head teacher (Jenny Smith).

The following is not an exhaustive list but you might become concerned as a result of:

- seeing a physical injury which you believe to be non-accidental
- observing something in the appearance of a pupil which leads you to think his/her needs are being neglected
- witnessing behaviour which gives rise to concern
- a pupil telling you that s/he has been subjected to some form of abuse

In any of these circumstances you should write down what you observed or heard, date and sign the account and give it to the designated teacher.

If a pupil talks to you about (discloses) abuse you should:

- Stay calm
- Do not communicate shock, anger or embarrassment
- Reassure the child. Tell him you are pleased that he is speaking to you
- Never enter into a pact of secrecy with the child. Assure him that you will try to help but let the child know that you will have to tell other people in order to do this. State who this will be and why
- Tell her/him that you believe them. Children very rarely lie about abuse; but he may have tried to tell others and not been heard or believed
- Tell the child that it is not his fault.
- Encourage the child to talk but do not ask "leading questions" or press for information



# Frederick Bremer School

*Respect, Responsibility, Integrity*



- Listen and remember
- Check that you have understood correctly what the child is trying to tell you
- Praise the child for telling you. Communicate that s/he has a right to be safe and protected
- Do not tell the child that what he experienced is dirty, naughty or bad
- It is inappropriate to make any comments about the alleged offender
- Be aware that the child may retract what s/he has told you. It is essential to record all you have heard
- At the end of the conversation, tell the child again who you are going to tell and why that person or those people need to know.

You are not expected to make a judgement about whether the child is telling the truth. If the behaviour of another adult in the school gives rise to concern you should report it to the Head teacher.

**Remember:** share any concerns, don't keep them to yourself.



**Jenny Smith**  
Head Teacher



**Stephanie Shaldas**  
Designated Member of  
Staff for Child Protection



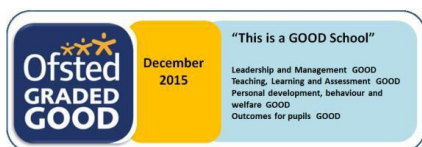
**Neil Larkin Designated**  
Member of Staff for  
Child Protection



**Deborah Davies**  
Deputy Lead for Child  
Protection

<b>I can confirm that I have received and read a copy of the 'Safeguarding Summary for all staff'.</b>			
<b>Name:</b>		<b>Date:</b>	
<b>Signature:</b>		<b>Staff Contact:</b>	
<b>Reason for Visit:</b>			

**Please ask Reception if you need further information or wish to read the full Safeguarding Policy.**





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## How to Apply for this Position

To apply please complete the Support Staff Application Form and return it by email to:  
[recruitment@bremer.waltham.sch.uk](mailto:recruitment@bremer.waltham.sch.uk)

**Closing Date** : **12<sup>th</sup> May 2017 at 9 am**

### **Applying:**

If you would prefer to submit a paper application form,  
please return to:

**Mrs. Sheri Warwick-Baker**  
**PA to the Headteacher**  
**Frederick Bremer School**  
**Siddeley Road**  
**Walthamstow**  
**London E17 4EY**



**Waltham Forest**



**Important Note for All Applicants**  
**Please Read Carefully**

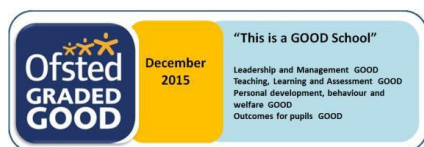
**Asylum and Immigration Act 1996 Section 8**  
**Prevention of Illegal Working**

Section 8 of the Asylum and Immigration Act 1996 requires all employers in the United Kingdom to make basic document checks on every person they intend to employ. By making these checks, employers can be sure they will not break the law by employing illegal workers.

On 1 May 2004, the Government introduced changes to the types of document that an employer will need to check to avoid employing illegal workers.

**You will be required to provide one of the documents from List 1 or 2 documents in the combination as stated in List 2.**

<b>List 1</b>	
•	A passport showing that the holder is a British citizen, or has a right of abode in the United Kingdom.
•	A document showing that the holder is a national of a European Economic Area country or Switzerland. This must be a national passport or national identity card.
•	A residence permit issued by the Home Office to a national from a European Economic Area country or Switzerland.
•	A passport or other document issued by the Home Office which has an endorsement stating that the holder has a current right of residence in the United Kingdom as the family member of a national from a European Economic Area country or Switzerland who is resident in the United Kingdom.
•	A passport or other travel document endorsed to show that the holder can stay indefinitely in the United Kingdom, or has not time limit on their stay.
•	A passport or other travel document endorsed to show that the holder can stay in the United Kingdom; and that this endorsement allows the holder to do the type of work you are offering if they do not have a work permit.
•	An Application Registration Card issued by the Home Office to an asylum seeker stating that the holder is permitted to take employment.
<b>There is no need to provide documents from List 2 if you have provided a document in the list above.</b>	





List 2	
<b>First Combination</b>	
<b>A</b>	A document giving your permanent National Insurance Number and name. This could be a: P45, P60, National Insurance card, or a letter from a Government agency.
<b>Along with one of the following documents listed in sections B-H:</b>	
<b>B</b>	A full birth certificate issued in the United Kingdom, which includes the names of the holder's parents; OR
<b>C</b>	A birth certificate issued in the Channel Islands, the Isle of Man or Ireland; OR
<b>D</b>	A certificate of registration or naturalisation stating that the holder is a British Citizen; OR
<b>E</b>	A letter issued by the Home Office to the holder which indicates that the person named in it can stay indefinitely in the United Kingdom, or has no time limit on their stay; OR
<b>F</b>	An Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the person named in it can stay indefinitely in the United Kingdom, or has no time limit on their stay; OR
<b>G</b>	A letter issued by the Home Office to the holder which indicates that the person named in it can stay in the United Kingdom, and this allows them to do the type of work you are offering;
<b>H</b>	An Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the person named in it can stay in the United Kingdom, and this allows them to do the type of work you are offering.
<b>Second Combination</b>	
<b>A</b>	A work permit or other approval to take employment that has been issued by Work Permits UK.
<b>Along with a document issued by Work Permits UK, you should also provide one of the following documents listed in Sections B-C:</b>	
<b>B</b>	A passport or other travel document endorsed to show that the holder is able to stay in the United Kingdom and can take the work permit employment in question; OR
<b>C</b>	A letter issued by the Home Office to the holder confirming that the person named in it is able to stay in the United Kingdom and can take the work permit employment in question.
<b>Please note: it is a requirement that we keep a photocopy of the original documents if you are successful in your application.</b>	

Workers Registration Scheme			
If you are a national from one of the following countries who joined the European Union on the 1 May 2004, you will need to register with the Home Office when you commence employment and a copy of your Registration Certificate will be kept on your personal file.			
<b>Czech Republic</b>	<b>Latvia</b>	<b>Slovakia</b>	<b>Hungary</b>
<b>Estonia</b>	<b>Lithuania</b>	<b>Slovenia</b>	<b>Poland</b>
Nationals from <b>Cyprus</b> or <b>Malta</b> will not be required to register.			

