



**MANOR  
ACADEMY**

**CANDIDATE PACK**



# WELCOME FROM THE CHIEF EXECUTIVE OFFICER

Thank you for your interest in joining The Two Counties Trust.

We are a Multi Academy Trust with ten secondary schools educating students across Nottinghamshire and Derbyshire.

Our central office is based in Ashfield where a team of talented professionals support our schools.

This is an exciting time to join our Trust and our future is bright with more and more families choosing to send their children to a Two Counties Trust school.

A key focus for our Trust is to continue to develop a compelling learning culture for all our students and ensure that we are planning and delivering a high value curriculum.

We also continue to invest in our people, buildings and infrastructure to ensure our team are developed and rewarded, and to enable everyone to enjoy a professional working and learning environment.

I am passionate about serving our local communities and our mission is to provide our students with opportunities and experiences to enhance their life choices, making a positive contribution to the world we share.

I have a clear vision for the Trust and what we need to do to be even more successful going forward. We are ambitious for our students, our families and our employees, and our shared values of **Ambition**, **Teamwork** and **Honesty** are lived by everyone.

All of our employees play a key role in making our vision a reality, and this role is no exception.

I hope you find this candidate pack of interest and I look forward to receiving your application.

**WESLEY DAVIES,**  
**CHIEF EXECUTIVE OFFICER**



## WELCOME FROM THE HEADTEACHER

Firstly, thank you for your interest in applying for the post at Manor Academy. I am delighted that you wish to find out more about our Academy and I would like to give you a clear sense of our vision and priorities.

The Manor Academy is situated within the heart of the Mansfield Woodhouse community. The academy educates children from the ages of 11 to 18, we are proud to educate 1,250 students. In September 2016 the academy joined The Two Counties Trust.

At the Manor Academy we pride ourselves on developing our people. We want all of our staff to be enabled to thrive in their roles so they can provide excellent support to all of our children. Our core values run throughout our curriculum and make our academy a successful and enjoyable place of education.

**Ambition:** We maximise our potential through striving for excellence.

**Teamwork:** We give 100% effort, displaying kindness and humility for the benefit of all.

**Honesty:** We are respectfully open about our successes and areas for growth.

We have very low turnover of staff and pride ourselves on ensuring all staff have the opportunity to professionally develop and to tap into high quality professional learning both external and that available in the Trust.



There is a lot to be proud of at Manor Academy, and the Governors along with all staff hold a common aim to work with students to ensure that the quality of provision and outcomes improves even further in the future. At Manor Academy, we are very proud of our reputation for the high standards of teaching, behaviour and academic achievement.

We have high expectations and encourage all students to meet them. All staff support the vision of the Manor Academy which is to ensure that all of our students develop their full range of talents and fulfil their academic potential regardless of their starting points.

The Manor Academy's partnerships with specialist organisations and schools gives our students countless opportunities for unique, life-enhancing experiences. Our partnership with The Royal Ballet School, for example, means that our students get access to workshops and classes led by specially trained ballet teachers.

The facilities at The Manor Academy are second to none; we have our own sports centre, a full-sized all-weather sports pitch, an outstanding cafe offering hot and cold food, a construction centre and an engineering workshop, a hair and beauty training salon and advanced ICT facilities.

The standard of teaching and of support is first class at Manor. Sustaining these standards is my top priority. To develop and improve the academy further we need to recruit the best staff at every opportunity. We are looking for people who are committed to improving the life choices of Manor students and who can fit the caring, professional and ambitious profile of the staff already here.

If you haven't already, I would recommend that you visit the academy and see us in action. We are always happy to meet prospective applicants and to talk openly and honestly about the academy and the post on offer.

Manor Academy is a great place to work. We look forward to receiving your application.

**KATRINA KERRY**  
**HEADTEACHER**



## WHO ARE WE?

The Manor Academy is based in Mansfield Woodhouse and has provision for students from age 11 to 18. Manor has high expectations encourages all students to meet them.

Manor Academy has:



**1,250**

students  
on roll



**130**

members  
of staff



**16**

has a post 16  
study programme



## THE FOLLOWING COMMENTS WERE NOTED AT OUR LAST INSPECTION IN 2024:

"The school's values of ambition, teamwork and honesty are evident in the actions of staff and pupils."

"There are high aspirations of what all pupils, including those with special educational needs and/or disabilities (SEND), can achieve."

"The school's curriculum is ambitious. It is underpinned by the aim that all pupils will develop the knowledge and critical thinking skills they need to be successful during their time in school and beyond."

"There are high expectations of pupils' behaviour, and these expectations are increasing all the time."

## WHAT OUR STAFF HAVE SAID ABOUT MANOR ACADEMY:

"The Headteacher ensures that staff wellbeing is at the forefront of all strategic decision making."

"My faculty is very supportive, I never feel alone and always feel like someone is there to help me."

"The care of staff and genuine interest in their wellbeing is a strength."

"We talk of a "family first" approach and this absolutely resonates."

# MANOR ACADEMY IS PROUD TO BE A PART OF THE TWO COUNTIES TRUST

## OUR TRUST

We are a medium sized Trust based in the Nottinghamshire and Derbyshire area.



**12,000**

We are the Trust of choice for over 12,000 students



**1,600**

The employer of choice for 1,600 employees.



## VISION

Enhancing life choices.

## MISSION

To provide our students with opportunities and experiences to enhance their life choices, making a positive contribution to the world we share.

## FOCUS

Collectively, we serve our communities by educating and preparing our students for the next steps in their lives.

## VALUES



### Ambition

We maximise our potential through striving for excellence.



### Teamwork

We give 100% effort, displaying kindness and humility for the benefit of all.



### Honesty

We are respectfully open about our successes and areas for growth.

## STRATEGIC ANCHORS



Build a **compelling learning culture** built on strong professional relationships where all can achieve.



Craft and implement a **high-value curriculum** which is knowledge rich to allow meaningful application of skills.



We put **people first** through high-quality professional learning and a culture of coaching.



Create a healthy organisation, free from politics and confusion through clarity following the **Empowered to Lead** operating model.

## WHY YOU SHOULD JOIN MANOR ACADEMY, A MEMBER OF THE TWO COUNTIES TRUST

Alongside the chance to make a difference to our schools and therefore students' life choices, there are many great reasons to choose Manor Academy, a member of The Two Counties Trust, as a great place to continue your career.

We recognise the importance of happy, rewarded, and motivated employees and as such we have developed our HR and Professional Learning strategies to invest in people. We are fully committed to supporting your career and professional growth through a range of routes both within the school, externally, and across the Trust, offering extensive professional learning for all employees.

We have removed appraisal and appraisal related pay progression, recognising the limitations, and changed the focus from proving to improving through professional growth which is focused on individual ambitions, enabling everyone to get a little bit better all the time. We are an organisation where you can make a difference, we live and breathe our values and work together for the benefit of our students, colleagues and the community.

We are committed to the welfare of our employees and alongside our own wellbeing and workload management arrangements we have signed up to the Education Staff Wellbeing Charter. We recognise that balancing everyday life and work can sometimes create pressures and in order to support all employees we provide everyone with access to an enhanced Employee Assistance Programme from day 1 of employment. This scheme helps you and your family to manage events and issues, providing access to confidential advice on health, family, money matters, work and much more.

There are also an extensive range of benefits that are accessible to you as an employee of The Two Counties Trust.

For your health and welfare we offer discounted gym membership to over 3,400 health clubs whilst Dental and Health Care plans offer you a range of benefits including worldwide dental cover, diagnostic consultation and therapy

Our retail benefit scheme is designed to ensure that your pay goes that bit further. We offer great personal car leasing deals through our affinity scheme with Arnold Clark and extensive savings can be made through our Salary Extras scheme. This scheme saves you money on every day essentials, travel, gifts, fashion, going out and electronics providing you with access to a range of offers and discounts which are not available on the high street.

These benefits run alongside other elements of our total reward package including access to the Teachers' Pension Scheme or Local Government Pension Scheme (depending on your role), enhanced family friendly leave and pay arrangements, free car parking, a cycle to work scheme, the opportunity to request flexible working and most importantly a friendly, professional working environment.

# Assistant Headteacher

<b>Grade and Salary</b>	L12-L16 (£68,564 - £75,785)
<b>Working pattern</b>	1 FTE
<b>Contract term</b>	Permanent

## The School:

The Manor Academy has an excellent reputation for its high standards of teaching, student behaviour and academic achievement. Ofsted recognised the journey we have been on when grading us as a “good” school, citing that the quality of education has been transformed since the previous inspection.

## The role:

Assistant Headteachers hold an important role in our school, providing leadership to an area to ensure that the highest possible standard of educational provision is achieved in an atmosphere of high expectations and respectful relationships.

## The person:

The Manor Academy are seeking to appoint an Assistant Headteacher who sets high professional standards for themselves and others through their actions, has a clear vision and moral purpose, and who will work collaboratively with colleagues to further improve standards at the school.

The focus of the role will be on Teaching and Learning. Our ideal candidate will be a successful leader within the secondary education sector who can demonstrate experience and impact of delivering the sustained, positive impact of their teaching and leadership.

## Recruitment event

If you would like to find out more about the school and this role, please contact us to register your attendance at our recruitment event which is being held at the school from **16:00 - 17:00 on Wednesday 22 April 2026.**

**To register please contact [hr@ttct.co.uk](mailto:hr@ttct.co.uk).**

## To apply:

MyNewTerm is our recruitment platform so please go to <https://mynewterm.com> to apply for this role by completing the application form online. In addition, please submit an **Impact Report** to support your application. This report should be on one side of A4 and clearly outline your impact as a leader within secondary education. The report can be presented in whatever format you chose, for example, tables, graphs, or text. **Please e-mail your Impact Report to [hr@ttct.co.uk](mailto:hr@ttct.co.uk) by the closing date set out below.**

**Applications must arrive by: 16:00 on Thursday 30 April 2026**

**Interviews will be held on: Wednesday 06 May 2026**

## Why join us?

There are many reasons to choose The Two Counties Trust as a great place to start or continue your career.

We recognise the importance of a happy, healthy, rewarded and well-motivated workforce and as such we have developed our HR strategy to invest in our employees. We have removed appraisal and appraisal related pay progression, changing the focus from validation to professional growth and enabling all our employees to get better all the time.

We are fully committed to supporting your career and professional growth through a range of routes both within schools and across the Trust and we offer extensive professional learning opportunities for all employees.

**We offer:**

- Highly competitive pay and pay progression opportunities.
- We do not operate appraisal or appraisal related pay progression. All employees participate in our Professional Learning Scheme which supports colleagues to develop their expertise and benefit from valuable professional learning.
- An array of employee benefits and lifestyle options including discounted healthcare, gym membership and extensive high street retail discounts.
- Entry to a career average pension scheme.
- Opportunities to experience and share practice in our partner schools across the Trust.
- A stimulating, supportive and rewarding working environment with a dedicated team of like-minded professionals.
- Excellent opportunities to develop your skills and experience and to progress your career.
- We take the wellbeing and health of employees seriously. We have a range of support mechanisms and benefits available to employees and the Trust has signed up to the Education Staff Wellbeing Charter.

***It is an offence to apply for this role if you are barred from engaging in Regulated Activity relevant to children.***

*We are committed to safeguarding and promoting the welfare of children and young people. An offer of employment will be subject to the receipt of a satisfactory enhanced level DBS disclosure with a children's barred list check, two satisfactory references and successful completion of vetting procedures.*

*In accordance with the statutory guidance Keeping Children Safe in Education (KCSIE), an online search will be conducted as part of due diligence on shortlisted candidates and a social media check will be required as a condition of employment.*

*We are committed to recruiting and retaining a diverse workforce and candidates with a disability who meet the essential job criteria will be given an opportunity to demonstrate their abilities at interview.*



## JOB PROFILE

<b>Job title:</b>	Assistant Headteacher
<b>Responsible to:</b>	Headteacher
<b>Salary / Grade:</b>	L12-L16 (£68,564 - £75,785)
<b>Working hours / weeks:</b>	1 FTE
<b>Core purpose</b>	<p>To provide our students with opportunities and experiences to enhance their life choices, making a positive contribution to the world we share.</p> <p>To assist the Headteacher in leading and managing the school with responsibility for the strategic leadership of a significant aspect/area of school priorities.</p>

### Expectations of all Assistant Headteachers

- To undertake the responsibilities of a class teacher.
- To be a member of the senior Leadership Team.
- To undertake such duties as delegated by the Headteacher.
- To assist the Headteacher in leading and managing the school.
- To play a key role under the overall direction of the Headteacher in contributing, reviewing and progressing the School Improvement plan and the aims and objectives of the school.
- To be responsible for the strategic leadership of a significant aspect/area of the school priorities.
- To be responsible for the line management, performance management and development of specific leaders.
- To participate in the recruitment and development of teaching staff of the school.
- To contribute to good management practice by ensuring positive staff participation, effective communication and procedures.
- To contribute to the development of teaching and learning across the whole school and seek opportunities for further developing classroom practice.
- Strategic leadership and development of assessment for learning within your designated department(s) and across the school.
- To raise achievement through the effective use of student data.

### Specific responsibilities of this role:

- To provide strategic leadership of teaching and learning, supporting the strong foundations in communication and language, reading, writing and mathematics so that pupils can access the rest of the curriculum and gain later success.
- Lead the school's continuous professional learning through instructional coaching and other suitable strategies, ensuring all staff are supported to develop their practice, fulfil their professional ambitions, and secure positive outcomes for both staff and students.
- Lead a group of middle leaders to achieve the school's strategic priorities around attainment through the development of a high-quality learning culture.
- Work collaboratively with the Deputy Headteacher for Curriculum and Assistant Headteacher for Attainment to ensure consistent implementation of the school's culture of attainment, with particular focus on developing an attainment driven teaching and learning approach to support these goals.

## **Core responsibilities of a TTCT teacher**

At The Two Counties Trust, we are looking for colleagues who aspire to be the great teachers that our students need. The following describes the job done by a great teacher:

- Lives the school and Trust's mission and values every day.
- Designs their practice around supporting the most vulnerable students.
- Demonstrates consistently high standards of personal and professional conduct, including observing professional boundaries at all times.
- Contributes to a deep safeguarding culture in school and across the Trust, in line with relevant statutory guidance.
- Manages behaviour effectively, in line with the school's behaviour policy, so that all teachers can teach, and all students can learn.
- 100% kind and 100% consistent, setting and upholding high expectations of all students and providing high levels of support for students to meet these.
- Works collaboratively with colleagues to plan well-sequenced lessons and create resources which support incremental progress and student understanding of the subject as a whole.
- Facilitates exceptional progress of all students, providing appropriate scaffolds where needed.
- Provides feedback that moves learning forwards.
- Support students throughout the day by fulfilling pastoral responsibilities.
- Believes they can get a little bit better every single day.
- Continually develops subject and pedagogical knowledge in order to deliver high quality learning experiences for students.
- Actively engages in the Trust's Professional Learning Scheme.
- Actively participates in collegiate rehearsal and/or individual coaching offered by the school.
- Consistently meets the Teachers' Standards.
- Delivers the professional responsibilities set out in the School Teachers' Pay and Conditions Document.

## **Corporate responsibilities:**

- To ensure that the responsibilities of the role are carried out in a way which reflects the mission and the values of the Trust.
- To be aware of and observe all policies, procedures, working practices and regulations, and in particular to comply with policies relating to Child Protection, Equal Opportunities, Health and Safety, Confidentiality, Data Protection and Financial Regulations, reporting any concerns to an appropriate person.
- To uphold our commitment to safeguarding and to promote the wellbeing of children.
- To contribute to a culture of continuous improvement.
- To comply with all reasonable management requests.

## Notes

This document is an overview of the role. The responsibilities will include but will not be limited to those listed above and it is anticipated that the role will evolve over time and as such the duties may change.

This document does not form part of the contract of employment.

***It is an offence to apply for this role if you are barred from engaging in Regulated Activity relevant to children.***

This post will have regular contact with children and as such a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS) with a Children's Barred List Check is required as a condition of employment.

In accordance with the statutory guidance Keeping Children Safe in Education (KCSIE), an online search will be conducted as part of due diligence on shortlisted candidates to identify incidents or issues that may have happened, and which are publicly available online, which we may need to explore with shortlisted candidates.

A check will also be completed of current prohibitions, restrictions, sanctions or those who have failed induction through Teacher Services which may prevent teachers from working in this role with satisfactory clearance required as a condition of employment.

Candidates for management positions will also require a satisfactory Section 128 check.

# PERSON SPECIFICATION

**Role: Assistant Headteacher**

**E/D A I**

## Qualifications and Training

<b>1</b>	Qualified Teacher Status.	E	✓	
<b>2</b>	Degree in a relevant subject.	E	✓	
<b>3</b>	Evidence of continuing professional learning.	E	✓	

## Experience

<b>4</b>	Successful experience as a middle leader.	E	✓	✓
<b>5</b>	Relevant and effective leadership experience in secondary education.	E	✓	✓
<b>6</b>	Experience of developing and delivering engaging and motivating lessons.	E	✓	✓
<b>7</b>	Experience of using data to inform planning, target setting and securing improvement.	E	✓	✓
<b>8</b>	Experience of implementing successful teaching and learning strategies.	E	✓	✓
<b>9</b>	Successful behaviour management experience in secondary education.	E	✓	✓
<b>10</b>	Experience of securing excellent results with priority students (SEN and disadvantaged).	E	✓	✓
<b>11</b>	Experience of successfully implementing strategies which have driven improvement.	E	✓	✓

## Knowledge and understanding

<b>12</b>	An understanding of safeguarding issues and promoting the welfare of children.	E	✓	✓
<b>13</b>	Understanding of and a commitment to the graduated response.	E	✓	✓
<b>14</b>	Understanding how to design schools / classes around the most vulnerable student.	E		✓
<b>15</b>	Knowledge of how to set and maintain high expectations for all students.	E		✓
<b>16</b>	Good knowledge of pedagogy and how students learn.	E		✓
<b>17</b>	Excellent up-to-date subject knowledge and passion for the curriculum area.	E		✓
<b>18</b>	Knowledge of effective assessment strategies.	E		✓
<b>19</b>	Understanding how to adapt teaching to meet need.	E		✓
<b>20</b>	Full understanding of the Teacher Standards.	E		✓
<b>21</b>	An understanding of the mission and values of the Trust.	E	✓	✓
<b>22</b>	Knowledge of Teach Like a Champion strategies.	D	✓	✓
<b>23</b>	Understanding and commitment to inclusive education.	E	✓	✓

## Skills and abilities

<b>24</b>	Ability to form and maintain appropriate professional boundaries with children.	E		✓
<b>25</b>	Ability to reflect on and improve practice to increase student achievement.	E		✓
<b>26</b>	Able to think strategically and communicate effectively to all staff.	E		✓
<b>27</b>	Ability to communicate effectively with students and parents.	E		✓
<b>28</b>	Ability to inspire others and demonstrate strong leadership.	E	✓	✓

<b>29</b>	Flexible and imaginative with the ability to solve problems creatively.	E		✓
<b>30</b>	Good IT skills with the confidence to exploit new technology.	E	✓	✓
<b>31</b>	Ability to deploy effective and systematic approaches to behaviour management.	E	✓	✓
<b>32</b>	Ability to create the right climate for learning which inspires students to achieve.	E		✓
<b>33</b>	Able to initiate and support research and debate on effective learning.	E		✓

#### **Personal attributes**

<b>34</b>	Able to inspire, challenge, motivate and empower others.	E		✓
<b>35</b>	Demonstrates resilience, motivation and commitment to raising standards.	E		✓
<b>36</b>	A strong and supportive team player.	E		✓
<b>37</b>	Personal presence and confidence.	E		✓
<b>38</b>	Passion and belief in the potential of every student.	E		✓
<b>39</b>	Sensitive to the needs of young people with high levels of emotional intelligence.	E		✓
<b>40</b>	Able to work on own initiative and well organised.	E		✓
<b>41</b>	Desire to develop oneself.	E		✓

#### **Other**

<b>42</b>	A commitment to uphold and promote equality of opportunity.	E		✓
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KEY

<b>E</b>	Essential	<b>A</b>	Assessed by Application Form
<b>D</b>	Desirable	<b>I</b>	Assessed by Interview

## HOW TO APPLY

MyNewTerm is our recruitment platform so please go to <https://mynewterm.com/trust/The-Two-Counties-Trust/16093> to apply for this role online.

If you do not wish to apply online you can request an application form from [HR@ttct.co.uk](mailto:HR@ttct.co.uk) to be returned via e-mail.

Please ensure that you set out in your application on no more than 2 sides of A4, why your experience and ambition is a good fit for the role of Assistant Headteacher within Manor Academy.

In order to comply with Safeguarding requirements, you must complete either an application form or apply online via MyNewTerm. We cannot accept a Curriculum Vitae as an application for this post.

Please note that we receive a large number of applications and so unfortunately cannot provide feedback to everyone. If you have not been contacted within four weeks of the closing date you should assume that your application has not been successful on this occasion.

**Applications must arrive by: 16:00 on Thursday 30 April 2026**

**Interviews will be held on: Wednesday 06 May 2026**

# TOP TIPS FOR A SUCCESSFUL APPLICATION

Here are our top tips to help your application stand out and give you the best chance of getting shortlisted for an interview.

## **1. Always read the job profile**

The job profile includes details of the responsibilities of the role and the essential and desirable criteria we are looking for in the person specification. This list of criteria is what we will use to put together our shortlist, the more essential and desirable criteria you meet, the more likely you are to be invited for an interview. Make sure to read what we are looking for, and then highlight which points you meet when completing your application.

## **2. Complete as much detail as possible**

We get many applications where some of the information is missing. We understand applications can be a lengthy process, but poorly completed applications give the impression that little effort has been made by the applicant. There also may be vital information missing that we need when making our selection decision. It is important to make sure your details are accurate and up to date. When going over your work history, make sure you mention any relevant experience you gained from those roles and do not leave gaps in your employment history. Where there are genuine gaps, you must address these.

## **3. Make sure your supporting statement is well constructed**

Your supporting statement is your chance to show how you meet our person specification, so make sure you have the job profile document available to refer back to. This section is where you can really sell yourself and tell us anything that is relevant to the role you are applying for, and to highlight anything that will make your application stand out. Please ensure your supporting statement is focussed and should normally not extend beyond two sides of A4.

## **4. Proofread your application before submission**

Once your application is complete and ready to submit, do one final read over to check for any mistakes and to make sure you are happy with all the information you have provided. Perhaps do one more check over the person specification and make sure you have demonstrated how you meet the criteria including examples where appropriate.

## **5. Be truthful**

While you want to highlight all the experience you do have, be careful not to exaggerate your work history. This may get you an interview, but may not get you any further than that. Also be honest about what grades you received from your education history, as we will ask to see proof of qualifications.

## **6. References**

We ask all applicants to provide the details of two people who will act for you as a referee. Please ensure one of them is your current/most recent employer and the other is from your most recent employment prior to this. If you do not have two employment referees, for example if you have just left school or university, you should use the course leader as your referee.

Your employment referee should not be a colleague but, the name of the most senior person who can provide a reference on behalf of the organisation. If you are currently working at a school the Headteacher **must** be cited as your referee. Make sure to provide all the relevant information; name of the person, what role they hold, in what capacity they know you and their email address. There is a tick box for you to let us know if you are happy for us to contact that referee before interview. We will never contact someone you do not give us permission to contact before interview. Once you have been offered a role, we will still wait for you to give us permission to contact that referee. Please note that any job offer is conditional upon receipt of two satisfactory references.

### **Equal Opportunities Monitoring**

The Trust is committed to providing equality of opportunity to all candidates. As part of our application process we ask you to complete a separate equal opportunities monitoring form. This form is never shared with hiring managers and it will in no way affect your application. This information is collected for the Human Resources department to review statistics on who is applying for our jobs, and what we can do to attract a more diverse workforce.

We also want to identify anyone who may need adjustments to enable them to have a fair chance at the interview stage.

The Two Counties Trust is a Disability Confident Employer, amongst other things, this means that if you declare you have a disability and you meet all of our essential criteria (available in the person specification document) you should be offered an interview.

Please note that the Trust is committed to promoting and protecting the physical and mental health of all our employees.



# PRIVACY NOTICE

## 1. Introduction

- 1.1 When applying for a position in The Two Counties Trust, as an organisation we are the Data Controller. That means we have a statutory responsibility to explain how we collect, manage, use and store information about applicants.
- 1.2 You have a right to be informed how our Trust uses any personal data that we collect about you. This privacy notice, and our Data Protection Policy, explains our data usage when you apply for a job with us.

## 2. What information do we collect?

- 2.1 Personal data that we may collect, use, store and share (when appropriate) about you includes, but is not restricted to:
  - Name, address and contact details, including email address and telephone number.
  - Copies of right to work documentation.
  - References.
  - Evidence of qualifications.
  - Information about your current role, level of remuneration, including benefit entitlements.
  - Employment records, including work history, job titles, training records and professional memberships.
- 2.2 We may also request and collect, use, store and share (when appropriate) information about you that falls into "special categories" of more sensitive personal data. This includes, but is not restricted to:
  - Information about race, ethnicity, religious beliefs, sexual orientation and political opinions.
  - Whether or not you have a disability for which we need to make reasonable adjustments during the recruitment process.
  - Photographs and CCTV images captured in school.
  - All telephone calls are recorded for quality and training purposes.
- 2.3 We may also collect, use, store and share (when appropriate) information about criminal convictions and offences.
- 2.4 We may also hold data about you that we have received from other organisations, including other schools and social services, and the Disclosure and Barring Service in respect of criminal offence data.
- 2.5 In accordance with the statutory guidance Keeping Children Safe in Education (KCSIE), an online search will be conducted as part of due diligence on shortlisted candidates with the information retained for the successful candidate.
- 2.6 We have statutory obligations that are set out in 'Keeping Children Safe in Education' and other guidance and regulations.

## 3. Why we use this data

- 3.1 The Trust needs to process data to take steps prior to entering into a contract with you.
- 3.2 The Trust needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.
- 3.3 The Trust has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows the Trust to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. The Trust may also need to process data from job applicants to respond to and defend against legal claims.

- 3.4 The Trust may process information about whether or not applicants are disabled to make reasonable adjustments for candidates who have a disability. This is to carry out our obligations and exercise specific rights in relation to employment.
- 3.5 Where the Trust processes other special categories of data, such as information about ethnic origin, sexual orientation, disability or religion or belief, this is for equal opportunities monitoring purposes.
- 3.6 The Trust is obliged to seek information about criminal convictions and offences. Where the Trust seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.
- 3.7 The Trust will not use your application data for any purpose other than recruitment.

#### **4. How use the data**

- 4.1 Your information may be shared within the Trust for the purposes of recruitment. This includes members of HR, shortlisting and interview panel members involved in the recruitment process (this may include external panel members). This also includes IT staff if access to the data is necessary for the performance of their roles.
- 4.2 The Trust will not share your data with third parties unless your application for employment is successful and we make you an offer of employment. As well as circulating your application and related materials to the appropriate staff at our schools, we will share your personal information for the above purposes as relevant and necessary with:
  - Your referees.
  - The Disclosure & Barring Service (DBS) in order to administer relevant recruitment checks and procedures.
  - UK Visas & Immigration (UKVI) in order to administer relevant recruitment checks and procedures.
  - Where relevant and as required for some posts, the Teacher Regulation Authority checks.
- 4.3 Where you have provided us with consent to use your data, you may withdraw this consent at any time. We will make this clear when requesting your consent and explain how you would go about withdrawing consent if you wish to do so.

#### **5. Automated Decision Making and Profiling**

- 5.1 We do not currently process any personal data through automated decision making or profiling. If this changes in the future, we will amend any relevant privacy notices in order to explain the processing to you, including your right to object to it.

#### **6. Collecting data**

- 6.1 As a Trust, we have a legal obligation to safeguard and protect our pupils, staff, volunteers and visitors. We collect the data for specific purposes.

#### **7. What if you do not provide personal data?**

- 7.1 You are under no statutory or contractual obligation to provide data to the Trust during the recruitment process. However, if you do not provide the information, the Trust may not be able to process your application properly, or at all.
- 7.2 Whenever we seek to collect information from you, we make it clear whether you must provide this information for us to process your application (and if so, what the possible consequences are of not complying), or whether you have a choice.
- 7.3 Most of the data we hold about you will come from you, but we may also hold data about you from:
  - Local authorities.
  - Government departments or agencies.
  - Police forces, courts, tribunals.

## **8. How we store data**

- 8.1 The Trust takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.
- 8.2 We will dispose of your personal data securely when we no longer need it. We keep applicant data for a period of up to 6 months if an applicant is not successful.
- 8.3 Successful applicants who secure a position then come within the employee / workforce provisions.

## **9. Transferring data internationally**

- 9.1 We do not share personal information internationally.

## **10. Your rights**

- 10.1 You have a right to access and obtain a copy of your data on request;  
You can:
- Require us to change incorrect or incomplete data.
  - Require us to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing.
  - Object to the processing of your data where the Trust is relying on its legitimate interests as the legal grounds for processing.
- 10.2 If you would like to exercise any of these rights, please contact the Trust.

## **11. Complaints**

- 11.1 We take any complaints about our collection and use of personal information seriously.
- 11.2 Our complaints policy deals with the different stages of any complaint, and how this is managed within the Trust.
- 11.3 You can also contact our Data Protection Officer or contact the Information Commissioner's Office:

Report a concern online at <https://ico.org.uk/make-a-complaint/>

Call 0303 123 1113

Or write to: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

## **12. Contact us**

- 12.1 If you have any questions, concerns or would like more information about anything mentioned in this privacy notice, please contact us via [info@ttct.co.uk](mailto:info@ttct.co.uk).

## **13. General Data Protection Regulation**

- 13.1 All data within this policy will be processed in line with the requirements and protections set out in the General Data Protection Regulation.



**MANOR**  
ACADEMY

## CONTACT US

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