



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



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.

OUR SCHOOLS

Our family of schools consists of ten secondary schools located in the counties of Derbyshire and Nottinghamshire. All our schools share the same values and mission, to enhance the life choices of the students we are privileged to serve. Each school implements the agreed active ingredients of a Two Counties school but maintains a local and distinctive approach.



Allestree Woodlands School

Allestree Woodlands school is an oversubscribed, successful, 11-18 school with over 1,400 students. It is located on the northern edge of the city of Derby overlooking the Kedleston Hall National Trust estate. The school offers a broad curriculum at all key stages and has a thriving sixth form. The school's mission is underpinned by the CORE values of Courage, Optimism, Regard and Endeavour. Allestree Woodlands colleagues work as a great team, universally referring to the warmth and supportive nature of the school.



Ashfield School

Ashfield school has an outstanding reputation for delivering high quality teaching, pastoral care and wider curriculum opportunities to the families of Ashfield. Based in Kirkby in Ashfield, the school provides secondary education for 2,600 students in the age range 11-18. The collective aim of all who work at Ashfield School is to transform the lives of young people, inspiring each individual to fulfil their full potential.



Frederick Gent School

Frederick Gent school has a commitment to a quality curriculum which is delivered with care to instil an expectation of success and a compulsion to learn. A fundamental value at the school is 'care'. The school expects all of the school community to care about themselves by committing to and investing in their own growth and development. There is an expectation that the caring ethos extends beyond the immediate school community to local, national and even international issues, something that is regularly represented by the charitable work done by staff and students at the school.



Friesland School

Friesland has a strong track record of high-quality teaching; with experienced, committed staff delivering challenging and innovative lessons. Teachers are expert subject specialists and work continuously with colleagues to plan and deliver inspirational lessons. Friesland School develops confident learners who are active participants in their education, learning not only key knowledge and content but also the skills to become mature, creative young people who go on to lead safe, healthy and fulfilling lives.



Heritage High School

Heritage High School is rooted in wanting the very best for its students. In a fast-moving world where nothing is certain, the school wants students to know that they will be supported and equipped to make good choices as they grow from children into young adults. Heritage offers high quality pastoral care and offers support to all students to ensure they feel safe and cared for, giving them the best chance of success in life. Heritage High School aims to help all of students to develop into caring young adults, aware of their place in the modern world and able to make a difference.



Manor Academy

Manor Academy aims to provide an educational experience which both challenges all students to be the best they can be academically, while developing them into responsible and caring members of their community. Highly trained staff are ambitious about providing a rich curriculum which will stimulate the whole child, developing students who are curious, motivated and excited about broadening their horizons both educationally and personally. The Manor Academy is an active participant in the life of the local community, building professional relationships and strong links with families, feeder schools and other local educational organisations.



Selston High School

Selston High School is proud of its reputation locally as a safe, caring school with high standards and expectations. The school aims for every student to achieve their full potential and enjoy the experience of attending Selston High School. The school understands the importance of examination success for students' future life chances and preparing young people to go out into the world as good citizens, with good mental health who can make a positive contribution to their communities and the future.



Springwell Community College

The College is proud of its reputation as a safe, caring and welcoming place to study. Every student is known and supported through their five years at the college. The college was completely rebuilt in 2011 and the first-class facilities provide a modern, business-like learning environment. Specialist facilities include high specification science laboratories, high-tech Design and Technology workshops, an industry standard food technology facility and professional drama and dance studios.



Swanwick Hall School

Standing in 22 acres and steeped in history, serving the community for over 100 years, Swanwick Hall is brought to life by our students and dedicated staff. The school has high expectations for its students, creating an environment where they are ready to learn, excel in exams, and are prepared for life beyond school. Swanwick Hall School upholds the values of ambition, teamwork and honesty every day, using these values to shape the approach to education and guiding the experiences of over 1,100 11-18 students.



Wilsthorpe School

Wilsthorpe is a community that prizes learning highly. We celebrate academic progress and attainment. We are proud of our strong, stable team of expert teachers and support staff, who are our most valuable resource as a school. There is an uncompromising focus on results and high expectations of students in order to excel, young people need a firm foundation of positive relationships: with self, others and with the wider world. One student recently described the school as "a second family, another home pretty much". Our staff are unapologetically strict, but also warm and approachable; our aim is to provide a secure environment for students, where they are known and supported as individuals and can flourish.



WHY YOU SHOULD JOIN 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 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 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 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, optical care, diagnostic consultation, and therapy plus a voluntary Private Medical Insurance scheme.

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.



Senior Assistant Welfare Officer

Grade and Salary	Grade 6: £29,116 - £32,210 actual salary per annum pro rata (£33,699 - £37,280 FTE)
Working pattern	37 hours per week / 39 weeks per year (TTO plus INSET days)
Contract term	Permanent

The role

Are you an experienced attendance professional with strong people skills and a passion for improving outcomes for young people? Do you have the confidence and empathy to support families, and the resilience to tackle barriers to attendance head-on? We are ambitious for every student to attend regularly, thrive and access opportunities that enhance their life choices. Does this sound like you? If so, we invite you to join our team as Senior Attendance Welfare Officer.

As Senior Attendance Welfare Officer, you will play a pivotal role in supporting whole-school attendance through effective office-based coordination, direct work with families, and close collaboration with external agencies. You will be working on targeted attendance interventions, ensuring families receive timely, preventative support that promotes sustainable engagement.

Also working closely with the Safeguarding Team, you will be helping to implement student and family engagement strategies that remove barriers and build trust.

You will also provide leadership within the Attendance and Welfare Team, supporting deputising for the Attendance and Inclusion Manager when required.

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.

Applications must arrive by: Tuesday 05 May 2026 at 9am.

Interviews will be held on: Tuesday 12 May 2026.

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

Job title:	Senior Attendance Welfare Officer
Responsible to:	Attendance and Inclusion Manager
Salary / Grade:	Grade 6: £29,116 - £32,210 actual salary per annum pro rata (£33,699 - £37,280 FTE)
Working hours / weeks:	37 hours per week / 39 weeks per year (TTO plus INSET days)
Core purpose	<ul style="list-style-type: none"> • Support whole school attendance through office-based work, working with families and with outside agencies. • Raise the attendance of targeted families. • Work preventatively to provide early intervention signposting support and guidance. • To work with the Safeguarding Team to respond to and assist in implementing student and family engagement strategies as part of the school's Early Help offer. • Persuade, empower and motivate families to engage and overcome barriers to positive attendance patterns. • Liaise with relevant agencies to improve swift access to statutory and voluntary services. • Deputise for the Attendance and Inclusion Manager as and when required. • Support the Attendance and Welfare Team to manage workload priorities, ensuring timely responses to concerns and effective team coordination

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.

Key responsibilities:

- To provide day-to-day support and professional guidance to Attendance Welfare Officers.
- To attend and make contributions to school impact cohort meetings.
- To use data insight to identify trends and direct team priorities, ensuring interventions are targeted and evidence-informed.
- To review impact of cohort-based interventions, termly.
- To analyse and produce termly reports detailing the impact of the Attendance Welfare Officer team at school level.
- To support senior leaders in driving a culture of high expectations around attendance, safeguarding, and pupil wellbeing.
- To strengthen and maintain strategic partnerships with external agencies in order to enhance in school support for students and identify relevant training opportunities for the wider team.

- To evaluate existing intervention resources and develop new materials to support the needs of the cohort caseload.
- Set clear standards and monitor team performance, identifying training needs and supporting continuous learning.
- Model best practice in family engagement, case recording, and multi-agency work – then coach team members to apply these skills consistently.
- Lead regular team reflective sessions, case supervision meetings, and skills-based workshops (e.g., difficult conversations, attendance coding, root-cause analysis).
- Develop staff confidence in conducting home visits, Early Help processes, and liaising with external agencies.
- Oversee induction of new staff in attendance procedures, safeguarding expectations, MIS systems, and legal frameworks.
- Promote a collaborative, supportive, solution-focused working culture within the attendance and pastoral teams.

Early intervention and prevention.

- Ensure a strategic approach to managing school attendance is applied; identifying absence patterns, data trends and topical issues within individual and across partnership schools.
- Work with school staff to identify and support students with significant external attendance issues.
- To consult and support the Senior Leadership team and to work alongside the Heads of Year, PSO's and other staff on issues of attendance and absence.
- To plan and implement interventions, for example home visits, punctuality alerts, student interventions, outside agency working and through meetings.
- To work flexibly to carry out early morning and evening visits to parents/carers homes for students of concern.
- To support the implementation of strategies to reduce truancy and persistent absenteeism.
- To undertake home visits to identify barriers to education and provide appropriate support for families. To formulate, during such visits, strategies as appropriate for the family and to deal with the consequences of poor attendance.
- Provide information on attendance issues and/or concerns and report to outside agencies as requested within the school sharing information guidelines.
- Plan and deliver high quality attendance intervention.
- Co-ordinate external attendance support to ensure high impact and value for money.
- Build good working relationships with partnership organisations, within the statutory and voluntary sectors.

Support and Guidance

- To support pupils, and their families, where attendance is a barrier to their learning.
- To share knowledge and provide guidance to schools and parents in relation to a range of programmes of support which will meet the needs of students and families.
- Engage parents in activities that support children's learning on a one-to one or a group basis.
- To work closely with families ensuring smooth and effective communication.
- To promote parental responsibility for school enforcement and support statutory enforcement.
- To organise and run attendance panel meetings, alongside relevant staff to support families with their attendance.
- Support individual and partnership schools in planning and deliver high quality attendance intervention.

- To proactively engage external attendance support to ensure high impact and value for money.

Case Management

- To maintain high standards in record keeping, letter and report writing. To be able to access education computer software, to obtain relevant information on student data, prepare assessments and reports; and provide statistics as required.
- To prepare witness statements under s444 of the Education Act (1996) cases of non-school attendance for Magistrates Court. Attend and give evidence in court.
- To prepare and assist under s36 of the Children Act 1989 applications for Education Supervision Orders to the Family Proceedings Court.
- To rigorously embed the Trust attendance policy and procedures; with families on identified caseloads.
- To lead and manage the penalty notice caseload of the school.
- To have a working knowledge of relevant education and childcare legislation, which has a significant influence on the functions of the Family Support Service. Be able to advise school staff and parents/carers on the implications of such legislation and its practical and its practical application to school, students and their parents.

Notes:

The AWO will have an allocated home school but will divide time equally between the home and host schools. This will be agreed by the allocated SLT links.

The AWO will have an allocated SLT link in each school but will be line managed by a named Trust lead.

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.

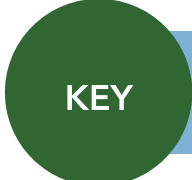
Candidates for management positions will also require a satisfactory Section 128 check.

PERSON SPECIFICATION

Role: Senior Attendance Welfare Officer		E/D	A	I
Qualifications & Training				
1	Educated to level 3 with English and Maths at level 2 or equivalent.	D	✓	
2	Full UK Driving Licence (including access to a vehicle and appropriate business use insurance).	E	✓	
Experience				
3	Experience of tracking attendance within an educational setting.	D	✓	✓
4	Experience of working with young people in a variety of settings.	E	✓	✓
5	Effective planning and delivery of projects and initiatives for young people.	D	✓	✓
6	Has experience updating and maintaining accurate records and systems.	E	✓	✓
7	Working with young people in groups and on a 1:1 basis.	D	✓	✓
8	Working with vulnerable families/young people with challenging circumstances.	E	✓	✓
9	Working with other agencies including the voluntary sector.	E	✓	✓
Knowledge & Understanding				
10	An understanding of the mission and values of the Trust.	E	✓	✓
11	An understanding of safeguarding issues and promoting the welfare of children.	E		✓
12	Understanding of health and safety responsibilities.	E	✓	✓
13	Knowledge of current government initiatives for young people and current trends, issues and practice youth work.	D	✓	✓
14	Knowledge and understanding of the risk factors present in young people and families with complex needs.	D	✓	✓
15	An understanding of the mission and values of the Trust.	E	✓	✓
16	An understanding of child protection and safeguarding issues and promoting the welfare of children.	E		✓
17	Theoretical knowledge of group work and proven ability to effectively deliver to groups.	D	✓	✓
Skills & Abilities				
18	Ability to form and maintain appropriate professional boundaries with children.	E		✓
19	Proven ability to communicate effectively both verbally and in writing with adults and young people.	E		✓
20	Ability to develop and sustain relationships with young people, families and professionals from a range of backgrounds.	E		✓
21	Has the ability to make decisions within the parameters of the role and consult the relevant people for advice.	E		✓
22	Confident IT skills with an interest in learning new IT skills and systems.	E		✓
23	Competent user of MS Office.	E	✓	
24	The ability to proactively engage with young people.	E		✓
25	Ability to identify and liaise with other relevant agencies.	E		✓
Personal Attributes				
26	Shows resilience when dealing with unexpected for challenging situations.	E		✓
27	Accountable for improving the outcomes of young people.	E		✓
28	Ability to deliver effective change with young people.	E		✓
29	Ability to work on own initiative and demonstrate commitment to teamwork.	E		✓
30	Discreet and able to maintain confidentiality when working with sensitive information.	E		✓
31	Commitment to development and training of self and others.	E		✓
32	Ability to work unsupervised and as part of a team.	E		✓

Other

33	A commitment to uphold and promote equality of opportunity.	E		✓
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E Essential **A** Assessed by Application Form
D Desirable **I** 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 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 Senior Attendance Welfare Officer within The Two Counties Trust.

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: Tuesday 05 May 2026 at 9am.

Interviews will be held on: Tuesday 12 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 we 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.

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.



CONTACT US

The Two Counties Trust
Sutton Road
Kirby-in-Ashfield
Nottingham
NG17 8HP

HR@ttct.co.uk

01623 259 600

www.ttct.co.uk

 [@TTCTcareers](https://twitter.com/TTCTcareers)

 www.linkedin.com/school/ttctrust

