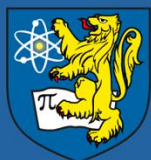




Senior Site Supervisor Woodkirk Academy

Information Pack



Woodkirk
Academy
& Sixth Form

a member of Leodis Academies Trust

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LEODIS ACADEMIES TRUST
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<https://www.leodisacademiestrust.com/>



Welcome



Dear Candidate

Thank you for your interest in applying for a role working at Woodkirk Academy, which is part of the Leodis Academies Trust family of schools. We hope the information provided will encourage you to seriously consider becoming part of one of the most successful and vibrant schools in Leeds.

Woodkirk Academy is a popular, successful and oversubscribed school. Our mission is: to empower every individual to be the best they can be in all aspects of their life as a 21st Century global citizen, and our work towards this is underpinned by our core values of hard work, acting with kindness and taking responsibility. These values are embodied by our students and staff, and we are proud of what we achieve together.

We benefit from a friendly atmosphere and excellent student behaviour. Students enjoy learning with support and encouragement from a committed and ambitious teaching and pastoral staff. Examination results are always high and we know the significance these have on a young person's future. So too do we understand and value personal development, which is supported through the taught curriculum, careers education information and guidance and a wide range of extra-curricular opportunities.

We have a well-qualified, experienced and enthusiastic staff that has a strong team approach in all its endeavours. We are dedicated to providing the best opportunities for all staff and students in the school. We:

- Expect high standards and teamwork from students, staff and parents to create a safe, calm and supportive culture within and around the school.
- Prioritise positive experiences so that staff and students can succeed and enjoy every day.
- Value the personal growth and development of all students and staff and promote opportunities within and beyond the school to support this.
- Recognise every individual ensuring fairness, and equality of ambition and opportunity for all.
- Believe that most success can be achieved by working in collaboration with all stakeholders; we consult with students, staff and parents and listen to each other's views.

- Provide the opportunities and experiences that enable students to develop the necessary knowledge and character to achieve our aims for them and their aims for themselves.
- Care about our students and staff and consider their well-being when decisions are made.
- Work in partnership with Leodis Academies Trust towards the shared aim of Forging Young Futures.

A comprehensive induction programme for teaching and non-teaching staff ensures that colleagues are given appropriate support to make a successful transition to our school. Each member of staff is greatly valued, and we are eager to recruit a colleague who is committed, enthusiastic and shares our vision and values.

More details on the role itself is contained in the Job Description later in this document. I hope that the information provided is of use. If you require any further information or would like to speak to someone about your application, you will find some contact details in the 'Application Process' section of this document. We look forward to receiving your application.



Mr Tim Jones
Principal



Leodis Academies Trust

Leodis Academies Trust was established in April 2016 to formalise the collaborative working of four high performing schools within close proximity of one another. In September 2018, Blackgates Primary Academy joined the Trust cementing our place at the heart of the Tingley and Ardsley Community. Leodis offers young people the opportunity to experience consistency and security in their education from 2 to 18 years old; from the start of nursery to the end of sixth form and into adulthood.

Leodis Academies Trust and our individual Academies are committed to 'Forging Young Futures'. To do this, each Academy has its own ethos and identity and has the freedom to develop individually as well as working collaboratively to secure high quality outcomes for all its young people. By providing an extensive curriculum both within and beyond the classroom we cater for the wide range of talent and ability that our students have to offer. We work tirelessly to improve the life chances of all our young people and support them to make a positive contribution to their community.



Whilst Leodis consists of schools closely geographically located, the Trust works collaboratively with a wide range of partner organisations both locally in Morley and south Leeds as well as further afield with our Initial Teacher Training partnerships, Universities and employers.

Our positive outlook and excellent reputation enables us to attract and sustain high quality staff teams led by exceptional leadership teams. We value our staff and the experience that they can bring to the Trust so that we can continue to build on our strengths. Those we recruit need to demonstrate that they want to be part of the collaborative working culture upon which we pride ourselves. We want to be the employer of choice in the area and working for the Trust, you will be able to access the many staff benefits on offer.



Values and Aims

At Leodis Academies Trust we are committed to developing every young person's full learning potential through a wide variety of educational experiences in an environment that fosters positive relationships based on mutual respect.

Every individual part of the whole:

Each of our schools have their own identity and ethos that reflects their specific community and the needs of the young people within them. However they are all underpinned by a strong sense of purpose, order and control which in turn produces confident and enthusiastic young people who value education and the opportunities it affords them.

Building on excellence together:

Not content with focusing on academic excellence we all work hard to shape our young people into fully rounded individuals, ready to face the demands of a rapidly changing society. We access a comprehensive range of support and development services, in-house and externally, to ensure barriers to learning are tackled and their impact on attainment is reduced to allow every young person to make significant progress.

Our positive outlook and excellent reputation enables us to attract and sustain high quality staff teams lead by exceptional leadership teams. Our tireless focus on quality first teaching secures a safe, happy and high achieving learning environment for all our young people. We value every success and celebrate the achievements of all our young people through events, newsletters and our websites.

Looking outwards to strengthen within:

With collaboration at the heart of our work as a Trust we are able to share good practice, resources, and a philosophy that secures high quality teaching and learning across our schools. We focus on the breadth of curriculum; and value and provide enrichment opportunities for our young people to develop their talents and to find new skills and interests.

Whilst we focus on working together across the schools we recognise that we cannot grow, develop and fulfil our vision for every young person without strong partnerships. Central to this is the relationship between home and school; strong communication and open, honest dialogue ensuring we know our young people well and can work together to meet their needs.



Staff Benefits & Wellbeing

At Leodis Academies Trust we pride ourselves on our collaborative approach to working together. We look for individuals who can contribute to this and make a difference to the academies that form our Trust. In return we can offer:

- Attractive salaries and annual leave entitlements.
- Free parking on site.
- Enhanced maternity, paternity and adoption leave.
- Auto-enrolment into an attractive pension scheme (West Yorkshire Pension Fund for support staff and Teachers Pension Scheme for teaching staff).
- Access to an Employee Assistance Programme providing confidential support 24 hours a day, 7 days a week, telephone GP appointment, Physiotherapy, Mediation advice and much more.
- Access to job related learning and development opportunities.
- Access to an expanding range of lifestyle benefits including free flu vaccinations and a cycle to work scheme.



Job Description

Senior Site Supervisor

Working Pattern	Full time – 37 hours per week – all year round
Grade	SO2 – SCP 26-28 £37,280 to £39,153 Actual Salary
Contract Type	Permanent
Responsible to	School Business Manager
Responsible for	Facilities Team

Purpose of the Role

The post holder will manage and maintain the school premises and facilities, ensuring a secure, and well-presented environment for students, staff, and visitors. The postholder will oversee day-to-day operations, health and safety compliance, site security, maintenance, lettings and portage, while leading the facilities team to deliver high standards across the Academy and, where required, other Trust schools. The postholder will ensure they are aware of and proactively refer to the DfE Good Estates Management framework (GEMS).

The postholder will work closely with contractors and is responsible for the safe working of contractors whilst on site.

The post holder works under the direction of the Principal, School Business Manager and other senior staff within the School and Trust.

The postholder will be based primarily at Woodkirk Academy but, as part of the wider Trust Estates team, may, on occasion, be required to work at or assist at other schools across the Trust, sometimes at short notice.

Key Responsibilities

Premises and Facilities Management

- Be responsible for the security of the building, responding to call outs in the event of a break-in or fire alarm activation and making the appropriate emergency arrangements where necessary (in line with the Critical Incident Plan where applicable)
- Oversee building maintenance, repairs and refurbishment projects in line with Trust Estates Development Plan.
- Ensure a facilities team rota is in place to enable the school to be opened and closed when required, taking cleaning and lettings into account. Locking up will include an inspection of the premises to ensure that all windows are intact, all doors, windows and other points of entry are properly secured.
- Carry out a rolling programme of repairs and maintenance of the fabric of the building, monitoring the working environment of the school to maintain a high standard of appearance of the building both inside and outside. Work with the Trust Estates Team, School Business Manager and facilities staff to plan and implement works.

- Oversight of management of the facilities team helpdesk, ensuring tasks are responded to and dealt with in a timely manner.
- Ensure a rota is in place for monitoring of CCTV during lunch periods by facilities staff who should be sufficiently trained in the operation and strict use of the system, abiding to the CCTV Policy.
- Be responsible for the upkeep of classrooms and offices within the school.
- Manage energy usage and heating systems efficiently. Take responsibility for energy monitoring, including the reading of meters. Ensure the effective and efficient use and conservation of energy within the school and making energy savings where possible.
- Maintain site safety for access and egress during adverse weather conditions, advising the Principal and School Business Manager accordingly on safe use.
- Assistance, either by self or through delegation, with out of hours activities, setting out the relevant equipment and rooms/furniture as requested and providing adequate staffing where required.
- Supervise the safe disposal of waste to the designated areas on the school site, ensuring that all waste is stored safely and to the relevant regulations ready for collection by third parties.
- Be responsible for portage duties, including moving furniture, equipment etc.
- Attend contract review meetings for estates related contracts, arranged by the Trust Compliance Lead or Trust Estates Manager, eg: grounds maintenance, waste.
- Liaise with the Careers and Work Experience Co-ordinator to offer work placements to students who are interested in site maintenance and operations.
- Ensure escalation of any key estates related issue to the School Business Manager, Principal, Trust Estates Manager or other Trust staff as appropriate. (e.g. RIDDOR)
- Support the implementation of the Trust Building Information Modelling system (BIM) and ensure all relevant information is kept up to date.

Team Leadership

- Line manage facilities staff, supervising and directing work as required.
- Responsible for the induction and training of new facilities staff, ensuring all staff are trained to use equipment and providing on the job training to new and existing staff in line with legislative requirements
- Responsible for the performance management of facilities staff, following performance management procedures.
- Organise rotas for site opening/closing and CCTV monitoring.
- Provide mentoring for other members of facilities staff across the Trust where required.
- Promote a positive and proactive team culture.

Cleaning Oversight

- Liaise with cleaning contractor to ensure that:
 - adequate induction and training is given
 - work is carried out to specified high standards
 - opening hours and areas for cleaning during holiday periods are agreed
 - additional cleaning is organised as necessary following major events
 - regular joint cleaning audits are carried out
 - feedback is provided on cleaning standards
 - attend termly contract review meetings held with the contractor and Trust Compliance Lead
- Arrange additional cleaning duties when required e.g. graffiti, spillages, steam cleaning, toilet areas, carpet cleaning.
- Manage stock and ordering of cleaning materials for school use.

Health and Safety

- Support the School Business Manager to proactively manage Health and Safety throughout the school according to legislation and as outlined in the Trust Health & Safety policy.
- Be an active member of the Academy Health and Safety Committee and attend termly Health and Safety/Operations meetings.
- Undertake and maintain up to date risk assessments for site and associated works, ensuring these are shared appropriately.
- Follow relevant risk assessments and safe systems of work, ensuring personal safety, safety of the facilities team and correct PPE is worn at all times.
- Keep up to date records of any hazardous substances under the COSHH regulations.
- Ensure that the work of all contractors meets Health and Safety required and is carried out to a satisfactory standard. Follow Trust guidelines for the safe working of contractors on site, ensuring the required documentation and certification is received prior to commencement of any works.
- Safely manage asbestos on site, ensuring contractors are adequately consulted regarding any asbestos they may come into contact with, have sight of and sign the asbestos register before commencement of any works.
- Ensure adequate supervision of contractors whilst on site when required.
- Responsibility for Health and Safety compliance and routine testing throughout the school, either by self or through delegation, ensuring accurate and timely records are maintained including the Fire Safety File and EVERY Compliance. Arrange any remedial works and report any emerging issues to the School Business Manager and/or Principal and/or Trust Estates Manager
- Oversee fire practices and alarm tests in conjunction with the rest of the facilities team. Liaise with appointed monitoring services and assist in carrying out emergency evacuation and invacuation/lockdown drills.

Finance

- Manage budgets for maintenance, caretaking and cleaning and hygiene supplies, obtaining quotes and ensuring best value in line with the financial regulations.
- Prepare specifications for works and seek necessary quotations in line with finance and procurement regulations.
- Place requisitions for purchase orders for any estates related goods and services.

Lettings

Lettings will be overseen by the School Business Manager. The day-to-day operation of lettings will be the responsibility of the Senior Site Supervisor including:

- Managing bookings through the nominated route (currently SchoolHire)
- Liaise with user groups where necessary to cancel or rearrange lettings
- Be responsible for ensuring that lettings are supervised and the appropriate security measures with regards to opening and closing the Academy are in place.
- Ensure that regular inspection of the premises are undertaken while the lettings are taking place.
- Arrange staff for opening the school to allow access for users and closing the school after lettings, as required.

General Duties

- Attend and participate in staff meetings, training and briefings as appropriate
- Be aware of, and comply with, policies and procedures relating to child protection, health, safety and security, confidentiality and data protection.
- Promote and ensure the health and safety of pupils, staff and visitor (in accordance with appropriate health and safety legislation) at all times
- Undertake relevant training in conjunction with present and future legislation.
- Contribute to the overall ethos, work and aims of the school.

Special Conditions of Service

- There is a requirement to submit to an enhanced DBS check with barred list check. There will be a need to work outside of school hours and off school premises, as required by the school.
- The Trust has a strict no smoking policy.
- Driving licence
- First aider/willing to train as first aider.
- Any other duties commensurate with the post.

Hours of Work

37 hours per week all year round. Shift working is part of the role and will be agreed in advance in conjunction with the School Business Manager. The postholder is required to attend 'out of hours' emergency calls for which additional payment will be given.

The duties and responsibilities highlighted in this job specification are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post and the grade has been established on this basis. It will be subject to review through annual Performance Management.

Leodis is a Multi Academy Trust comprising of four founding members East Ardsley Primary, Hill Top Primary and Westerton Primary and Woodkirk Academy and one additional academy Blackgates Primary. The post holder is based at Woodkirk Academy and may be required to work across a number of sites.

Key

A – Application form

C – Certificate

R – Reference

T – Task

I – Interview

Person Specification

Senior Site Supervisor

Qualifications	• Level 2 English and Maths or equivalent	E	AIC
	• First Aid at Work certificate, or willingness to undertake	E	AIC
	• Full Driving Licence	E	AIC
	• IOSH qualification (or similar) or willingness to work towards	D	AIC
	• Technical trade qualification e.g. plumbing, joinery	D	AIC
	• Minibus awareness training qualification or equivalent	D	AIC
Knowledge & Experience	• Knowledge of relevant Health and Safety Legislation	E	AR
	• Understanding of policies/codes of practice relating to site management and awareness of relevant legislation	E	AIR
	• Experience of working within a site environment	E	AIR
	• Experience of managing and maintaining premises	E	AIR
	• Experience of working with building management systems	D	AR
	• Experience of managing a premises team	D	AIR
	• Knowledge of child protection and safeguarding	D	AIR
	• Working in a school environment	D	AR
	• Experience of working with and managing external contractors / subcontractors	D	AIR
	• Experience of site security including opening up and locking up of premises	D	AIR

CPD	• Evidence of commitment to previous employers / training	E	AR
	• Evidence of professional study	D	AR
Skills and Abilities	• Technical ability in an area of building maintenance / repair	E	AIR
	• Ability to use manual and power tools to repair equipment, building and perform general maintenance	E	ARIT
	• Ability to prioritise own workload and work with minimum supervision	E	ARIT
	• Able to communicate effectively and form good working relationships with staff and other stakeholders	E	ARI
	• Able to perform physical tasks related to the role e.g. work at height, lifting and carrying	E	ARI
	• Good standard of written English with the ability to write basic reports	E	ARIT
	• Ability to use ICT effectively and engage with IT management systems e.g. compliance systems	E	ARIT
	• Ability to work constructively as part of a team	E	ARI
	• Good organisational skills and a flexible approach to work	E	ARI
	• Flexible and adaptable with a 'can do' attitude	E	ARI
	• A commitment to the values and vision of Woodkirk Academy and Leodis Academies Trust.	E	ARI



Application Procedure

For a discussion on this vacancy please contact Traci Wright, School Business Manager on **0113 887 3600** or t.wright@woodkirk.leodis.org.uk.

Please apply using the online application form – [click here](#). In compliance with Safer Recruitment guidelines, CVs will not be accepted.

Closing Date	Monday 23rd February 2026 @ 9.00am
Interview Date	TBC

Shortlisted candidates will be contacted with details of the interview process. We will contact everyone who has submitted a correctly completed application form to let you know whether you have been successful or not. If you have not been shortlisted, unfortunately, due to the number of applications that we receive, we are unable to comment and give feedback on your application.

Safer Recruitment

The schools within Leodis Academies Trust are committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

We therefore have a rigorous recruitment process which includes assessing candidates' suitability to work with children. All staff will be required to hold an enhanced DBS Disclosure.

Equal Opportunities

Leodis Academies Trust is an equal opportunities employer and welcomes applications from all sectors of the community. At Leodis Academies Trust we believe that all individuals are of equal value and we are committed to equal opportunities for all. All people who work and study in the school have the right to be respected and valued within a safe and secure environment and not to be discriminated against on the grounds of age, class, sex, race, disability, sexual orientation and religion or belief.

The Privacy Notice for Applicants can be found on the Leodis Academies Trust website.

Recruitment Process

Leodis Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

APPLICATION FORM (online process)

You are expected to complete an online application form as the first part of our recruitment process

which can be found on our website www.Leodis.org.uk

DISABLED APPLICANTS

If you are a disabled person and may not be able to meet some of the job requirements because of your disability, please specify this in your application. If you meet all other criteria, you will be shortlisted, and we will discuss with you if there are ways in which the post can be modified to meet your needs.

EQUAL OPPORTUNITY EMPLOYER

Leodis Academies Trust is an equal opportunity employer committed to the elimination of discrimination throughout its employment practices. Selection criteria procedures will be reviewed frequently to ensure that individuals are selected and treated based on their merits and abilities. All information is treated in confidence and personal information submitted as part of the Equal Opportunities questions will not form part of your application; the shortlisting panel do not have access to this information.

REHABILITATION OF OFFENDERS

The post you are applying for requires you to have a Disclosure & Barring Service check. Prior to your interview you will be required to disclose details of your criminal history as appropriate in line with the Rehabilitation of Offenders Act 2013. Guidance about what you are required to disclose can be found [here](#). Having a criminal record is not necessarily a bar to obtaining a post. This information may be discussed with you at your interview in order to assess job related risks, but we emphasise that your application will be considered on merit and ability and you will not be discriminated against unfairly.

Failure to disclose required information will result in any offer of employment being withdrawn. A DBS check will be carried out for successful applicants – this check for disclosure of criminal history will include spent convictions, pending prosecutions/current court proceeding and police enquiries. In the event of employment, any failure to disclose such convictions will normally result in dismissal by the Trust. Any information given will be completely confidential and will be considered only in relation to this application. We have a written policy on the recruitment of ex-offenders, which can be found on theLeodis Academies Trust website

CANVASSING

You must not try to influence any current employee or member of the school governing board or Trust, to act in your favour as this will disqualify you. If you are related to a current employee, governor or Trust member, you must indicate this in the relevant section of the application form.

REQUIREMENTS FOR REFERENCES

At least one of the references should be your current employer. If you are not currently working with children, but have previously done so, then you must include a referee from the last post where you worked with children. If you have not been in recent paid employment, referees should be appropriately qualified to provide confirmation of your suitability for employment. Referees will normally be contacted before interview where possible. You should be aware that your referees will be asked if, in relation to you, they are aware of any Child Protection allegations or issues of a similar nature.

SHORTLISTING & INTERVIEWS

Applicants who meet the requirements will normally be shortlisted for interview, however, places for interview will need to be limited to a manageable number. In addition, the school may conduct tests and/or written exercises in appropriate circumstances and you may be asked to undertake such exercises as part of the selection process. At the interview, the panel will ask questions which are intended to allow you to expand on your application and to demonstrate how you meet the requirements of the post. This is also your opportunity to ask questions relating to the job. You will also be asked for your views on the importance of safeguarding children and provide evidence of your suitability to work with young people through your responses to interview questions.

SALARY SCALES & INCREMENTS

Administrative, Professional, Technical & Clerical (APT & C) Grades relating to Operational Staff – Progression on the salary scale is by annual increment until the maximum within the grade is reached, subject to at least 6 months service in the grade and a satisfactory performance review and levels of attendance by that date.

PRE-APPOINTMENT CHECKS

Permission to Work in the UK

Please note that we can only consider applications from British citizens, EU citizens with settled status (in line with right to work guidelines after Brexit) and those holding valid UK visas.

At Interview

Under the Asylum and Immigration Act 1996, we must ensure that you have permission to work in the United Kingdom. No offer of employment can be made without verification of proof of identity.

During the period 1 January to 30 June 2021, employers can continue to use European Economic Area (EEA) and Swiss passports and national identity cards as evidence of an individual's right to work in the UK.

As evidence of your right to work in the UK, you will need to submit one of the original documents included in List 1 below, or two original documents specified in List 2 below. Alternatively you can provide your right to work share code to us so that we can check online your right to work in the UK.

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 identity card. EEA and Swiss nationals who are in the UK before 31 December 2020 have until 30 June 2021 to apply for either settled or pre-settled status, which will give them the right to work in the UK.
- A resident permit issued by the Home Office to a national from a European Economic Area country or Switzerland.
- A Biometric Residence permit or current passport endorsed to show that the holder can stay indefinitely in the United Kingdom or has no 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.

List 2

– First Combination of two documents

- A document giving the person's permanent National Insurance Number and name. This could be a P45, P60, National Insurance card, or a letter from a Government agency.
- Plus, one of the following documents:
 - A full birth certificate issued in the United Kingdom, which includes the names of the holder's parents; OR
 - A birth certificate issued in the Channel Islands, the Isle of Man or Ireland; OR
 - A certificate of registration or naturalisation stating that the holder is a British citizen; OR
 - 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
 - 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
 - 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 that you are offering; OR
 - 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 that you are offering.

– Second Combination of two documents

- A work visa or other approval to take employment that has been issued by the UK government. Plus, one of the following documents:
- A passport or other travel document endorsed to show that the holder is able to stay in the United Kingdom and can take the employment in question; OR
- A letter issued by the Home Office confirming that the person named in it is able to stay in the United Kingdom and can take the employment in question.

QUALIFICATIONS

At Interview

Evidence of qualifications relevant to the post and proof of Qualified Teacher Status (if applicable) will also be required. We can only accept original certificates. If you cannot produce original documents or certified copies, written confirmation of your relevant qualifications must be obtained from the awarding body.

PROOF OF IDENTITY

At Interview – In accordance with Keeping Children Safe in Education, we must see proof of your identity and evidence your name, date of birth, address and see some form of photographic identity.

At Appointment – In accordance with Safer Recruitment guidelines designed to protect young people, we will check your suitability to work with children. You will need to undertake an Enhanced Disclosure via the Disclosing and Barring Service (DBS), involving completing an electronic application for this purpose and provide original supporting documents. A copy of the DBS Code of Practice can be made available on request.

MEDICAL CLEARANCE

At Appointment – Verification of your medical fitness is required and again you will be asked to complete a form. You will not be able to start work, for insurance purposes, until medical clearance has been received.



Policy Statement on the Recruitment of Ex-Offenders

- The Trust is committed to the fair treatment of its staff, potential staff or users of its services, regardless of any protected characteristics (e.g. age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, religion or belief, sex, sexual orientation, race/colour/nationality/ethnic origin, disability) or their responsibilities for dependants or their offending background.
- This policy will be made available to all applicants at the outset of the recruitment process.
- The Trust actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience.
- A DBS check is usually required for most positions in the Trust. For positions requiring a DBS check, all application forms, job adverts and recruitment briefs will contain a statement that a satisfactory DBS check is an essential condition of employment with the Trust.
- A DBS check will be requested after an offer of employment has been made, and the person has accepted the offer of employment. Therefore, any offer of employment is subject to receipt of a satisfactory DBS check.
- Where a DBS check 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. Applicants called for interview should provide details of their relevant criminal record by completing the self-disclosure form which will be sent to them when they are invited for interview. This form should be given to the Chair of the interview panel. This is to ensure that only those who are entitled to see the information are privy to it. If you are unsure what constitutes a relevant criminal record, please refer to [this document](#) for clarification.
- Failure to provide full details of a criminal record or information that is directly relevant to the position sought could lead to the offer of employment being withdrawn or dismissal if the successful candidate has already commenced employment in the post.
- The Trust will take advice from a suitably trained person (usually the Trust's HR Manager or Legal Adviser) to identify and assess the relevance and circumstances of offences.
- At interview, or in a separate discussion, the Trust will ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position.
- The Trust makes every subject of a DBS check aware of the existence of the Code of Practice and make a copy available on request.
- The Principal (or designated senior manager) and the HR Manager will be made aware that all information in relation to previous convictions given by applicants must be treated in the strictest confidence.
- The Trust undertake to discuss any matter revealed in a DBS check with the person seeking the position before withdrawing a conditional offer of employment.



Woodkirk Academy & Sixth Form

a member of Leodis Academies Trust

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