



## 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 Trust Lead for Modern Foreign Languages

|                         |                                       |
|-------------------------|---------------------------------------|
| <b>Grade and Salary</b> | L8 - L12 (£62,139- £68,564 per annum) |
| <b>Working pattern</b>  | 1 FTE                                 |
| <b>Contract term</b>    | Permanent                             |

## **The Two Counties Trust:**

This is an exciting time to be joining our Multi Academy Trust. We operate from a Head Office in Ashfield with 10 schools in Nottinghamshire and Derbyshire along the M1 corridor. We have experienced a period of rapid growth over the last few years and as part of our ongoing development plans, we are now ready to appoint to this new role.

The successful candidate will be welcomed into a team of collaborative, forward thinking Trust Senior Leaders who are all experts in their field. This is a school-based role for part of the week, teaching in your specialist field of Modern Foreign Languages. For the remainder of the week this is a Trust based leadership role with a focus on developing best practice and leading on improving Modern Foreign Languages teaching in collaboration with a team of professionals across our schools. This post holder exemplifies a model of excellent practice, maintaining a clear focus on outstanding delivery to learners and facilitating best practice.

The post holder will take a lead role, working closely with subject / senior leaders across Trust schools and other leading practitioners, in developing, implementing and evaluating policies and practices that lead to improvements in Modern Foreign Languages teaching across the Trust with a focus on Spanish.

We are looking for an experienced senior leader of MFL with a proven track record who is ready for the next step in their career. You will need to possess the ability to confidently lead positive changes within our MFL faculties, taking pride in high standards and personal practice. This role will be based at Heritage High School. The successful candidate will hold a Spanish Specialism.

I hope that you find the information in this candidate pack of interest. If you would like an informal discussion about this role with our Curriculum Director, please contact our HR team via [hr@ttct.co.uk](mailto:hr@ttct.co.uk).

*Teaching roles: Applicants must be able to attend the school in person if selected for interview.*

## **Recruitment event**

If you would like to find out more about the Trust and this role, please contact us to register your attendance at our recruitment event which is being held at Heritage High School at **16:00 on Tuesday 03 February 2026**. To register please contact [hr@ttct.co.uk](mailto:hr@ttct.co.uk) .

**Applications must arrive by: Midday on Thursday 05 February 2026**

**Interviews will be held on: Wednesday 11 February 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>      | Senior Trust Lead - Modern Foreign Languages   |
| <b>Responsible to:</b> | Curriculum Director  |
| <b>Salary / Grade:</b> | L8 - L12 (£62,139 - £68,564 per annum)   |
| <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>This is a school-based role for part of the week, teaching in your specialist field of Spanish MFL. For the remainder of the week this is a Trust based leadership role with a focus on developing best practice and leading on improving MFL teaching in collaboration with a team of professionals across our schools.</p> <p>This post holder exemplifies a model of excellent practice, maintaining a clear focus on outstanding delivery to learners and facilitating best practice.</p> <p>The post holder will take a lead role, working closely with subject / senior leaders across Trust schools and other leading practitioners, in developing, implementing and evaluating policies and practices that lead to improvements in MFL teaching across the Trust.</p> <p>The role will work at both a strategic and operational level across all schools, playing a crucial role in developing the direction, capacity and resources within the MFL provision to ensure that the teaching in our schools becomes and remains highly effective.</p> |

## Core responsibilities

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.
- Is 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 partakes 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.

#### **Expectations of all Trust Senior Leaders**

- To share knowledge, skills, resources and experience with others to enable practice to be developed.
- To undertake school-based research into best practice in other schools in order to improve the curriculum across the Trust.
- To research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues.
- To lead on and support the professional learning of colleagues within the curriculum area.
- To lead on curriculum based school improvement activity across the Trust including school-to-school support, INSET sessions, twilight sessions and training days.
- To lead the Subject Leaders Network.
- To promote excellent practice in teaching skills through coaching and mentoring.
- To be an outstanding classroom practitioner, role model and leader who possesses an excellent knowledge of the curriculum.
- To teach in your specified field for part of the week.
- To develop and disseminate best practice for the curriculum area across all schools.
- To exemplify models of excellent practice.
- To maintain a clear focus on outstanding delivery to learners.
- To develop, implement and evaluate policies and practices that lead to improvements in teaching in the curriculum area.
- The work at a strategic and operational level across the Trust to develop the direction, capacity and resources within the provision to ensure that the teaching in our schools remains highly effective and continually improves and leads to strong student level progress.

## 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.

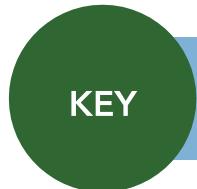
# PERSON SPECIFICATION

| Role: Senior Trust Lead for Modern Foreign Languages |  |   |   | E/D | A | I |
|--|--|---|---|-----|---|---|
| <b>Qualifications and Training</b>                   |  |   |   |     |   |   |
| <b>1</b>   | Qualified Teacher Status or completion of training programme.                        | E | ✓ |     |   |   |
| <b>2</b>   | Degree in a relevant subject (must be Spanish Specialism).                           | E | ✓ |     |   |   |
| <b>3</b>   | Evidence of continuing professional learning.  | E | ✓ |     |   |   |
| <b>Experience</b>                                    |  |   |   |     |   |   |
| <b>4</b>   | Successful, sustained teaching in the curriculum area in secondary education.        | E | ✓ | ✓   |   |   |
| <b>5</b>   | Successful experience of leading a team.   | E | ✓ | ✓   |   |   |
| <b>6</b>   | Strong behaviour management ability in secondary education.                          | E | ✓ | ✓   |   |   |
| <b>7</b>   | Securing excellent results with priority students (SEN and disadvantaged).           | D | ✓ | ✓   |   |   |
| <b>Knowledge and understanding</b>                   |  |   |   |     |   |   |
| <b>8</b>   | An understanding of safeguarding issues and promoting the welfare of children.       | E | ✓ | ✓   |   |   |
| <b>9</b>   | Understanding of and a commitment to the graduated response.                         | E |   |     | ✓ |   |
| <b>10</b>  | Understanding how to designed schools / classes around the most vulnerable student.  | E |   |     | ✓ |   |
| <b>11</b>  | Knowledge of how to set and maintain high expectations for all students.             | E |   |     | ✓ |   |
| <b>12</b>  | Good knowledge of pedagogy and how students learn.                                   | E | ✓ | ✓   |   |   |
| <b>13</b>  | Excellent up-to-date subject knowledge and passion for the curriculum area.          | E | ✓ | ✓   |   |   |
| <b>14</b>  | Knowledge of effective assessment strategies.  | E | ✓ | ✓   |   |   |
| <b>15</b>  | Understanding of how to adapt teaching to meet need.                                 | E | ✓ | ✓   |   |   |
| <b>16</b>  | Full understanding of the Teacher Standards.   | E | ✓ | ✓   |   |   |
| <b>17</b>  | An understanding of the mission and values of the Trust.                             | E | ✓ | ✓   |   |   |
| <b>18</b>  | Knowledge of Teach Like a Champion strategies.                                       | D | ✓ | ✓   |   |   |
| <b>Skills and abilities</b>                          |  |   |   |     |   |   |
| <b>19</b>  | Ability to form and maintain appropriate professional boundaries with children.      | E | ✓ | ✓   |   |   |
| <b>20</b>  | Ability to communicate effectively with students' and families.                      | E | ✓ | ✓   |   |   |
| <b>21</b>  | Ability to deploy effective and systematic approaches to behaviour management.       | E |   |     | ✓ |   |
| <b>22</b>  | Ability to create the right climate for learning which inspires students to achieve. | E |   |     | ✓ |   |
| <b>23</b>  | Ability to take feedback as a gift and use it to continually improve.                | E |   |     | ✓ |   |
| <b>24</b>  | Ability to act with professional urgency.  | E |   |     | ✓ |   |
| <b>25</b>  | Ability to meet deadlines so that others can meet theirs.                            | E |   |     | ✓ |   |
| <b>26</b>  | Demonstrate a strong professional presence in school.                                | E |   |     | ✓ |   |
| <b>Personal attributes</b>                           |  |   |   |     |   |   |
| <b>27</b>  | Demonstrate resilience, motivation and commitment to raising standards.              | E |   |     | ✓ |   |

|           |  |   |  |   |
|-----------|--|---|--|---|
| <b>28</b> | A strong and supportive team player.   | E |  | ✓ |
| <b>29</b> | Passion and belief in the potential of every student.                              | E |  | ✓ |
| <b>30</b> | A commitment to widening opportunities for all students.                           | E |  | ✓ |
| <b>31</b> | Sensitive to the needs of young people with high levels of emotional intelligence. | E |  | ✓ |
| <b>32</b> | Able to work on own initiative and well organised.                                 | E |  | ✓ |
| <b>33</b> | Desire to develop oneself.   | E |  | ✓ |

**Other**

|           |   |   |  |   |
|-----------|---|---|--|---|
| <b>34</b> | A commitment to uphold and promote equality of opportunity. | E |  | ✓ |
|-----------|---|---|--|---|



**E**  
**D**

Essential  
Desirable

**A**  
**I**

Assessed by Application Form  
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 Senior Trust Lead for Modern Foreign Languages 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: Midday on Thursday 05 February 2026**

**Interviews will be held on: Wednesday 11 February 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 profiles 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](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.



## CONTACT US

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