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| Image  The Parish of Winchcombe | | | **CONFIDENTIAL** |
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| **APPLICATION FORM** |  |  |  |
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| Application for the post of |  | | |
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| **SECTION 1** |  |  |  |
|  |  |  |  |
| Surname |  | | |
|  |  |  |  |
| Forename (s) |  | | |
|  |  |  |  |
| Address |  | | |
|  |  |  |  |
| Home telephone number |  | | |
|  |  |  |  |
| Mobile number |  | | |
|  |  |  |  |
| E-mail |  | | |
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| **SECTION 2 – PRESENT EMPLOYMENT (paid or voluntary)**  What is the title of your present job? Please give the date you started and a brief outline of the work. |
| **Reasons for leaving your current post and applying for this** |
| **Current notice period** |

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| **SECTION 3 – EDUCATION AND PROFESSIONAL QUALIFICATIONS**  Please give details, with dates, **most recent first**. | | | | |
| **a) Education.** Please give qualification obtained | | | | |
| From | To | Qualification/experience | | |
|  |  |  | | |
|  |  |  | | |
| **b) Other professional/practical qualifications obtained** (eg driving licence, NVQ, City & Guilds etc.) | | | | |
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| **SECTION 4 – CAREER** Please give details, with dates, with earliest first (including any voluntary and/or overseas work). Please explain any gaps and give a relevant address for each appointment | | | | |
|  | | | | |
| Please give a brief indication, with dates, of the nature of the work and responsibilities along with the reason for leaving. | | | | |
| From | To | Description (nature of work and responsibilities) | | |
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| **Earliest start date** | |
| **Interests and Hobbies** |  |
| Please indicate your recreational interests. |  |

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| **SECTION 6 – PERSONAL STATEMENT**  Please state your reasons for applying for this post. What you write and how you write it will help those making the appointment build up a picture of you. You will want to outline how you meet each of the elements of the person specification, drawing on gifts, skills, knowledge and experience from your previous career, responsibilities held and relevant interests. You will also want to set out your thoughts about how you will take forward some of the challenges and issues set out in the role specification. Please continue on a separate sheet if necessary. | | | |
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| **SECTION 7 – CONFIDENTIAL**  **This section will be removed by the person administering the application process and will only be made available to the chair of the interview panel.**  **References:**  Please give names, occupations and addresses (including e-mail if possible) of two persons to whom reference can be made and the capacity in which they have known you. At least one should be from a minister of a church or a senior lay person – for example a current churchwarden. Referees should have a detailed up-to-date knowledge of your work, background and relevant experience. Please obtain their permission. | | | |
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| We expect to take up references before the interview unless you have indicated otherwise. | | | |
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| **Are there any medical conditions or accessibility needs that we need to take into consideration to enable your participation at interview.** | | | |
| If yes, please give details here: | | | |

**SECTION 8 For all roles working with Children and/or adults experiencing, or at risk of abuse or neglect - please complete the Church of England Confidential Declaration attached from page 10 before completing Section 9 below. The Privacy Notice is also in this section for your information.**

**SECTION 9 declaration**

*Please read this carefully before signing this application.*

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| 1. **I have completed and understand the Confidential Declaration Form Privacy Notice as set out in SECTION 8.** 2. **I understand that all people working for the church and have duties that require them to represent or speak on behalf of the Church (which for the purposes of this policy, includes all employees of the Church) may not be a member of or promote or solicit support for a party or organisation whose constitution, policy objectives or public statements are declared in writing by the House of Bishops to be incompatible with the Church of England’s commitment to promoting racial equality. This explicitly includes the BNP. I can confirm / not confirm that I am able to comply with this.** (please circle as appropriate)   **Signature:**  **Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |

To submit your application please email to Revd Capt. David Penny to [revdpenny@winchcombeparish.org.uk](mailto:revdpenny@winchcombeparish.org.uk) by **11am on Monday 4th March 2024.**

Alternatively you may post your application to arrive by **11am on Monday 4th March 2024** to:

Revd Capt. David Penny, St Peter’s Centre Gloucester Street Winchcombe

GL54 5LU

Interviews will take place on **Tuesday 19th March 2024**

**SECTION 8**

**Church of England Confidential Declaration Guidance and Privacy Notice**

The Confidential Declaration must be completed by all those wishing to work with children and/or adults experiencing, or at risk of abuse or neglect. It applies to all roles, including clergy, employees, ordinands and volunteers who are to be in substantial contact with children and/or adults experiencing or at risk of abuse or neglect.

If you answer yes to any question, please give details, on a separate sheet if necessary, giving the number of the question that you are answering.

The Privacy Notice attached to this form explains how the information you supply in your Confidential Declaration is used and your rights with respect to that data as required by the General Data Protection Regulation 2016/679 (the “GDPR”) and the Data Protection Act 2018, (the “DPA 2018”).

If you do not complete this form, or if you do not give true, accurate and complete information in response to the questions it contains, for clergy this may amount to misconduct under the Clergy Discipline Measure 2003 and your appointment will not proceed.

1. Have you ever been convicted of or charged with a criminal offence or been bound over to keep the peace that has not been filtered in accordance with the DBS filtering rules[[1]](#footnote-1)? (Include both ‘spent[[2]](#footnote-2)’ and ‘unspent’ convictions)
2. Have you ever received a caution, reprimand or warning from the police that has not been filtered in accordance with the DBS filtering rules[[3]](#footnote-3)?

*Notes applicable to questions 1 and 2: Declare all convictions, cautions, warnings, and reprimands etc. that are not subject to the DBS filtering rules. Please also provide details of the circumstances and/or reasons that led to the offence(s).*

*Broadly, where your position / role involves substantial contact with children and / or adults experiencing, or at risk of abuse or neglect (i.e. where you are eligible for an enhanced criminal records check) you will be expected to declare* ***all*** *convictions and / or cautions etc., even if they are ‘spent’ provided they have not been filtered by the DBS filtering rules.*

*Convictions, cautions etc. and the equivalent obtained abroad must be declared as well as those received in the UK.*

*If you are unsure of how to respond to any of the above please seek advice from an appropriate independent representative (e.g. your solicitor) because any failure to disclose relevant convictions, cautions etc. could result in the withdrawal of approval to work with children and / or adults experiencing, or at risk of abuse or neglect. Although it is important to note that the existence of a conviction, caution etc. will not necessarily bar you from working with vulnerable groups unless it will place such groups at risk.*

1. Are you at present (or have you ever been) under investigation by the police or an employer or the Church or other organisation for which you worked for any offence / misconduct?
2. Are you or have you ever been prohibited and / or barred from work with children and/or vulnerable adults?

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| *Please note that you* ***only*** *need to mention if you have been placed on the DBS Barred List with regard to children and/or vulnerable adults if you will be taking up a position that involves engaging in “regulated activity” with children and/or vulnerable adults. If you are unsure whether the position involves “regulated activity” please contact the appointing organisation/person.* |

1. Has a court ever made a finding of fact in relation to you, that you have ill-treated, neglected or otherwise caused harm to a child and / or vulnerable adult, or has any court made an order against you on the basis of any finding or allegation that any child and / or vulnerable adult was at risk of ill-treatment, neglect or other significant harm from you[[4]](#footnote-4)?
2. Has your conduct ever caused or been likely to cause ill-treatment, neglect or other harm to a child and /or vulnerable adult, and/or put a child or vulnerable adult at risk of ill-treatment, neglect or other harm?

*Note: if you have answered ‘yes’ to any of the questions above, please give details here*

1. To your knowledge, has there ever been an allegation made against you (whether substantiated or not) that your conduct has amounted to or resulted in ill-treatment, neglect or other harm to a child and/or vulnerable adult, or putting a child or vulnerable adult at risk of ill-treatment, neglect or other harm?
2. Have you ever had any allegation made against you, which has been reported/referred to, and investigated by the Police/Social Services/Social Work Department (Children or Adult’s Social Care)?

If you reply yes to questions 7 and/or 8, please give details, which may include the date(s) and nature of the allegation, and whether you were dismissed, disciplined, moved to other work or resigned from any paid or voluntary work as a result.

*Note: Declare any complaints or allegations made against you, however long ago (including Domestic Abuse). Checks will be made with the relevant authorities.*

1. Has a child in your care or for whom you have or had parental responsibility ever been removed from your care, placed by you in care, subject to child protection planning, subject to a care order, a supervision order, a child assessment order or an emergency protection order under the Children Act 1989, or a similar order under any other legislation?
2. Has a child in your care or for whom you have or had parental responsibility ever been in the care of the local authority, or been accommodated by the local authority?
3. If you are working from home with children, is there anyone who is 16 years of age or over living or employed in your household who has ever been charged with, cautioned or convicted in relation to any criminal offence not subject to DBS filtering rules[[5]](#footnote-5); or is that person at present the subject of a criminal investigation/pending prosecution?

If yes, please give details including the nature of the offence(s) and the dates. Please give any further details, such as the reasons or circumstances, which led to the offence(s)

*Note applicable to Q11: You are only required to answer this if you work from home with children. The DBS define home based working as where the applicant for the DBS check carries out some or all of his or her work with children or adults from the place where the applicant lives (this will include* ***all*** *clergy). [[6]](#footnote-6)*

Please inform relevant members of your household that you have included their details on this form (if applicable) and give them a copy of the Privacy Notice.

*Note: All these matters shall be checked with the relevant authorities*

**Declaration**

I declare the above information (and that on any attached sheets) is true, accurate and complete to the best of my knowledge.

I declare that I have disclosed on a separate sheet any additional information I have which could be considered relevant to the questions in this Confidential Declaration.

Signed …………………………….. Full name …………..……………………

Address………………………………………………………………………………

…………………..…………………………………… Date……………………….

*Before an appointment can be made applicants who will have substantial contact with children and / or adults experiencing, or at risk of abuse or neglect in their roles will require an enhanced criminal record check (with or without a barred list check (as appropriate)) from the Disclosure and Barring Service. The Parish of Winchcombe processes this information through our diocesan Safeguarding Team who are responsible for DBS processes. All information declared on this form will be carefully assessed within the appointment process to decide whether it is relevant to the post applied for and will only be used for the purpose of safeguarding children, young people and / or adults experiencing, or at risk of abuse or neglect.*

*Please note that the existence of a criminal record will not necessarily prevent a person from being appointed, it is only if the nature of any matters revealed may be considered to place a child and / or an adult experiencing, or at risk of abuse or neglect at risk.*

**Privacy Notice**

This notice explains how the information you supply in your Confidential Declaration is used and your rights with respect to that data as required by the General Data Protection Regulation 2016/679 (the “GDPR”) and the Data Protection Act 2018, (the “DPA 2018”).

**1. Who we are**

As the person with data controller responsibilities are the Church Wardens of Winchcombe Parish, c/o St. Peter’s centre, Gloucester Street, Winchcombe. GL54 5LU.

**2. The data we collect about you**

We collect your name and address as provided by you in your application form and where appropriate your Confidential Declaration Form, and where applicable, relevant conduct data and/or criminal offence data (including allegations); barring data; court findings or orders.

We also collect the following information about other individuals living or employed in your household who are over 16 years old, where applicable (see section 3, headed “Purposes and lawful bases for using your personal data” paragraph 3): criminal offence data (including allegations); barring data; court findings or orders.

It is our expectation that you will inform these individuals that you have put their details on the Confidential Declaration form, and that you explain the reason for this.

3. Purposes and lawful bases for using your personal data

The overall purpose of the confidential declaration is to ensure that I/we take all reasonable steps to prevent those who might harm children or adults from taking up positions of respect, responsibility or authority where they are trusted by others in accordance with the Safer Recruitment: Practice Guidance (2016).

We use your data for the following purposes and lawful bases:

1. Appointing individuals to positions of respect, responsibility or authority where they are trusted by others.
2. For the Diocesan Safeguarding Adviser to conduct a risk assessment where applicant discloses information on the form.
3. Collect information about members of your household for the purpose of undertaking a Disclosure and Barring Service check on them if you have applied for a role where you work from home with children.

It is the legitimate interest of the GDBF to ensure that only appropriate individuals are appointed to certain positions, as established by the Promoting a Safer Church - House of Bishops Policy Statement (2017). We also need to be assured that no member of your household poses any risk.

It is also necessary for reasons of substantial public interest in order to prevent or detect unlawful act and protect members of the public from harm, including dishonesty, malpractice and other seriously improper conduct or for the purposes of safeguarding children and adults at risk. (Safer Recruitment Practice Guidance (2016)).

**Legitimate Interest Assessment**

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| We have a specific purpose with a defined benefit | The processing is an essential part of safer recruitment, to ensure that individuals appointed to positions of respect, responsibility or authority where they are trusted by others are properly vetted and pose no risk to children, vulnerable adults or the wider public. |
| The processing is necessary to achieve the defined benefit. | Without processing this data, there would be no assurance that suitable individuals are being appointed. |
| The purpose is balanced against, and does not override, the interests, rights and freedoms of data subjects. | The risk of significant harm to others if inappropriate appointments are made outweighs the low risk to individuals of disclosing the data to us. |

**4. Sharing your data**

Your personal data will be treated as strictly confidential and will only be shared with those involved in the recruitment/appointment process and, where appropriate, the Diocesan Safeguarding Adviser. It may be shared outside the Church for the prevention or detection of an unlawful act; to protect members of the public from harm or safeguarding purposes, or as required by law, under Schedule 1, Part 1, Part 2 or Part 3 (as appropriate) of the Data Protection Act 2018, with the following:

* Police
* Children’s or Adults Social services in Local Authorities
* Statutory or regulatory agencies, (e.g. the DBS)

**5. Data Retention**

We keep your personal data, if your application is successful, for no longer than reasonably necessary for the periods and purposes as set out in the retention table below at the following link:

[https://www.churchofengland.org/sites/default/files/2017-10/Safeguarding%20Records-%20Retention%20Tool%20kit%20-Dec%2015.pdf](https://www.churchofengland.org/sites/default/files/2017-10/Safeguarding%2520Records-%2520Retention%2520Tool%2520kit%2520-Dec%252015.pdf)

**6. Your Legal Rights and Complaints**

Unless subject to an exemption under the GDPR or DPA 2018, you have the following rights with respect to your personal data: -

* The right to be informed about any data we hold about you;
* The right to request a copy of your personal data which we hold about you;
* The right to request that we correct any personal data if it is found to be inaccurate or out of date;
* The right to request your personal data is erased where it is no longer necessary for us to retain such data;
* The right, where there is a dispute in relation to the accuracy or processing of your personal data, to request a restriction is placed on further processing;
* The right to object to the processing of your personal data
* The right to obtain and reuse your personal data to move, copy or transfer it from one IT system to another. [*only applicable for data held online*].

**7. Complaints**

If you have any questions about this policy, including any requests to exercise your legal rights, please contact: The Church Wardens of Winchcombe Parish, c/o St. Peter’s centre, Gloucester Street, Winchcombe. GL54 5LU

If you feel that your complaint has not been dealt with appropriately please contact the Information Commissioners Office on 03031231113 via email <https://ico.org.uk/global/contact-us/email/>

1. You do not have to declare any adult conviction where: (a) 11 years (or 5.5 years if under 18 at the time of the conviction) have passed since the date of the conviction; (b) it is your only offence; (c) it did not result in a prison sentence or suspended prison sentence (or detention order) and (d) it does not appear on the DBS’s list of specified offences relevant to safeguarding (broadly violent, drug related and/or sexual in nature). **Please note that a conviction must comply with (a), (b), (c) and (d) in order to be filtered**. Further guidance is provided by the DBS and can be found at [www.gov.uk/government/publications/filtering-rules-for-criminal-record-check-certificates](http://www.gov.uk/government/publications/filtering-rules-for-criminal-record-check-certificates) and [www.gov.uk/government/publications/dbs-filtering-guidance](http://www.gov.uk/government/publications/dbs-filtering-guidance) [↑](#footnote-ref-1)
2. Please note that the ‘rehabilitation periods’ (i.e. the amount of time which has to pass before a conviction etc. can become ‘spent’) have recently been amended by the Legal Aid, Sentencing and Punishment of Offenders Act 2012. Since 10 March 2014, custodial sentences greater than 4 years are never ‘spent’. For further guidance in relation to the ‘rehabilitation periods’, please see <http://hub.unlock.org.uk/knowledgebase/spent-now-brief-guide-changes-roa/> [↑](#footnote-ref-2)
3. You do not have to declare any adult caution where: (a) 6 years (or 2 years if under 18 at the time of the caution, reprimand or warning) have passed since the date of the caution etc. and (b) it does not appear on the DBS’s list of specified offences referred to in footnote 1 above. **Please note that a caution etc. must comply with (a) and (b) in order to be filtered** [↑](#footnote-ref-3)
4. ‘harm’ involves ill-treatment of any kind including neglect, physical, emotional or sexual abuse, or impairment of physical or mental health development. It will also include matters such as a sexual relationship with a young person or adult for whom an individual had pastoral responsibility or was in a position of respect, responsibility or authority, where he/she was trusted by others. It also includes domestic abuse [↑](#footnote-ref-4)
5. <https://www.gov.uk/government/collections/dbs-filtering-guidance> [↑](#footnote-ref-5)
6. https://www.gov.uk/government/publications/dbs-home-based-positions-guide/home-based-position-definition-and-guidance [↑](#footnote-ref-6)