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**GUIDELINES FOR COMPLETING YOUR JOB APPLICATION FORM**

An application form plays an important part in the selection process and forms the basis for considering your initial suitability for the post. The following guidelines should help you to complete your application form as effectively as possible.

**SOME POINTS TO BEAR IN MIND BEFORE YOU START**

* Look carefully at the job description, and application form and ask yourself why you are interested in the job.
* Try to present information on the form in a concise, well organised and positive way.
* Please use the application form provided, continuing on separate sheets if necessary.
A Curriculum Vitae (CV) will only be accepted if accompanied by a completed application form.
* Please remember to complete the Equal Opportunity/Disability Monitoring forms as they help us to determine whether or our Equal Opportunity Policy is effective.

**COMPLETING THE APPLICATION FORM**

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| **Personal Details:** | Make sure that you give your **full** name, address and telephone number and that they are legible. |
| **Education and Qualifications:**  | Please provide details of your formal and informal qualifications and what grades you achieved. This information will be used to assess whether you have the qualifications required for the post. If you are currently working towards a qualification, you may also include it in this section, indicating when you expect to complete the qualification. Ensure that nothing important has been omitted. |
| **Professional Association Membership:** | Give details of any professional bodies of which you are a member  |
| **Training:** | Please tell us about any training that you have undertaken that you think is relevant to the role. If you are currently undertaking training, you may also include it in this section. |
| **Employment History:** | Starting with your current or last employer, list all the employers you have worked for. Please ensure you provide the job title and the period you worked for them. This information may be used to assess whether you meet the experience requirement for the vacancy. Check that the dates of employment are correct and in order. **It is important that you account for any gaps in your employment history.** You may also include any voluntary or unpaid work you have undertaken. |
| **Driving/Work Permits :** | Please provide details only if relevant for the job |
| **Rehabilitation of Offenders:** | Please read the information enclosed separately, then complete this section of the application form |

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| **References:** | Please provide details of two referees one of whom must be your current employer. If you are not currently employed you will need to provide details of your most recent employer or if you are undertaking unpaid or voluntary work, you may provide details of the manager of your placement. If you have not previously worked you may provide details of someone who knows you well enough to comment on your ability to do the job. You should not provide details of anyone who is related to you.Employment with TGP Cymru is subject to receipt of two satisfactory references. |
| **Providing direct evidence of your experience and skills**  | This is the most important part of your application. It is your opportunity to make a case here for selection. Use only examples from parts of your career history or personal experience. Make sure you read the **‘Guidance on writing competency statements for a job application’** before completing this section of the application form ensuring you relate your answers to the competencies relevant to the post you are applying for |

**RETURNING YOUR APPLICATION FORM**

Please check your application form to ensure that all questions have been answered and sign and date the form. Send your completed application to TGP Cymru, 12 North Road, Cardiff CF10 3DY or alternatively
email to hradmin@tgpcymru.org.uk

**Completed job applications must be received by the closing date stated in the job advertisement. We cannot guarantee that any application received after the closing date will be accepted/considered.**

If you have been shortlisted for interview, you will normally be informed of this within two weeks of the closing date for the post.

If appointed, you will be required to provide evidence of your right to work in the UK. This is in accordance with the Asylum and Immigration Act 1996.

*September 2012*



The job for which you are applying involves substantial opportunity for access to children. It is therefore exempt from the Rehabilitation of Offenders Act, 1974. You are therefore required to declare any convictions or cautions you may have, even if they would otherwise be regarded as “spent” under this Act. The information you give will be treated in confidence and will only be taken into account in relation to an application where the exemption applies. TGP Cymru is also entitled, under arrangements introduced for the protection of children, to check with the police for the existence and content of any criminal record of the successful applicant. Information received from the police will be kept in strict confidence and will be destroyed three months after the selection process is completed.

The Organisation is committed to ensuring that all information provided about an individual's criminal convictions, including any information released in disclosures, is used fairly and stored and handled appropriately and in accordance with the provisions of the Data Protection Act 1998. Data held on file about an individual's criminal convictions will be held only as long as it is required for employment purposes and will not be disclosed to any unauthorised person.

The disclosure of a criminal record will not debar you from appointment unless the selection personnel involved consider that the conviction renders you unsuitable for the appointment. In making this decision we will consider the nature of the offence, how long ago and what age you were when it was committed and any other factors which may be relevant, including appropriate considerations in relation to TGP Cymru’s Equal Opportunities Policy.

Failure to declare a conviction may, however, disqualify you from appointment, or result in summary dismissal if the discrepancy comes to light.

If you wish to discuss whether a conviction you have would debar you from working with children, you may telephone the HR & Pensions Manager on 029 2039 6974.

*September 2012*

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| **Application for Employment** | Job Title/Ref: **Independent Professional Advocate****(Casual)** |



Please complete all sections of this form carefully in typescript or **black pen**, following the instructions. TGP Cymru aims to be an Equal Opportunities Employer and the information you provide will be the only material used in deciding if you should be interviewed. You should take care to provide as much information as possible, to show that you have the experience and competencies specified in the job description and person specification. Please give examples wherever possible to illustrate your suitability for this job; these may be taken from experience gained outside paid employment. Don’t forget to read the job description carefully **before** completing this form.

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| **PERSONAL DETAILS** Please use capital letters for this section |
| Surname:       | Title:       | Forenames:       |
| Permanent Address including Postcode: | Contact Address *if different:* |
|       |       |
| Telephone Numbers (***please include full STD codes):***       |
| Home:       | Work:       | Mobile No:       |
| Email:       |

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| EDUCATION AND QUALIFICATIONS Please tell us about your education and any courses you are currently undertaking which you feel are relevant to the post. Please start with the most recent and use an additional sheet if necessary |
| **Name and address of school/college/university or training body** | **Dates attended *please indicate full or part time*** | **Subject(s) studied** | **Qualifications/grade obtained** |
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| PROFESSIONAL ASSOCIATION MEMBERSHIPPlease use an additional sheet if necessary |
| **Name of Professional Association** | **Year of Membership** | **Grade/level** |
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| TRAINING Please give details of any training you have received or courses which did not lead to a qualification but which you feel are relevant to the post for which you are applying. Include any on-the-job training as well as formal courses. There is no need to mention any courses you have already listed in the section above |
| **Date attended** **(*approx)*** | **Duration of** **Course** | **Title of the training course or brief description** |
|       |       |       |

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| **EMPLOYMENT HISTORY** Please give details of your employment history starting with your current or most recent employer and working backwards**. Please account for any gaps in your employment history. If you have not worked before or if you have been out of work for some time, please use this space to describe how you have gained the relevant experience for your application.** Please use an additional sheet if necessary |
| **Employer’s name, address and type of business** | **Date employed month/year** | **Job title, main duties and responsibilities** | **Reason for leaving/salary** |
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| **LANGUAGE SKILLS (DESIRABLE)** |
| Do you speak Welsh? | Yes [ ]  No [ ]  |

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| **DRIVING** ***(only complete if relevant for the job)*** |
| Do you have a full and current driving licence valid in the UK? | Yes [ ]  No [ ]  |
| If yes, please give details of any penalty points on your licence |       |  |
| Do you have access to some form of personal transport? | Yes [ ]  No [ ]  |

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| **WORK PERMITS** |
| Are your required to have a UK work visa/permit? | Yes [ ]  No [ ]  |
| If yes, please give details including the expiry date of any current visa/permit |       |  |
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| **INTERVIEW/START DATE** |
| If appointed, when could you start work with TGP Cymru? |       |  |
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| REHABILITATION OF OFFENDERS The post for which you are applying is exempt from the provisions of the Rehabilitation of Offenders Act, 1974. When answering the following questions you must, therefore, disclose any criminal convictions, even those considered “spent” for other purposes (Rehabilitation of Offenders Act, 1974 (Exceptions) Order 1975). All information supplied will be treated in the strictest confidence and will be used for this job application only. |
| Have you ever been convicted of an offence in any criminal proceedings in any country?*For motoring offences, please answer yes only if it resulted in a disqualification.* | Yes [ ]  No [ ]  |
| Have you ever been found guilty of violent, cruel, indecent or dishonest behaviour in any disciplinary proceedings conducted by your employer? | Yes [ ]  No [ ]  |

***If you have answered yes to any of these questions please give full details on a separate sheet.***

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| REFERENCES Please give details of two referees whom we may approach for a reference. One of them should be your current (or most recent) employer or educational/training establishment and the other can either be a previous employer or a character reference from a professional i.e. teacher, please note we cannot accept references from friends or family members.Please indicate the earliest stage we may apply for a reference. In any event we will not make an appointment until satisfactory references have been received and we reserve the right to contact any of your previous employers for a reference. |
| **Referee 1** **Current / Recent Employer Referee 2 Previous Employer/Character Reference** |
| Name: |       | Name: |       |
| Position: |       | Position: |       |
| Organisation: |       | Organisation: |       |
| Address:  |       | Address: |       |
| Email Address: |       | Email Address: |       |
| Telephone: |       | Telephone: |       |
| Capacity in which known by you: |       | Capacity in which known by you: |       |
| When may we take up references? |       | When may we take up references? |       |
| With reference to the Job Description, please complete the following section providing direct evidence of your experience and skills by drafting succinct responses within the boxes in each area outlined below.  |

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| **1 - Direct Experience** **Performance** 1. **Work with children and young people to identify how and by whom they wish to be represented**
* Give an example of how you have engaged with a child or young person for the first time, and how you ensured the young person was at the centre of the process, describe the situation, what you did and what was achieved **(up to 300 words max)**

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| **2 – Performance****b. Work in partnership with children and young people to represent their preferences and needs** **c. Help children and young people understand the outcomes of the representation*** Give an example of when you have advocated for a child or young person, describe the situation, what you did and what was achieved (to evidence both b and c)**(up to 300 words max)**

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| **3- Performance** **d. Support children and young people to evaluate their experiences of the advocacy support and the systems they have**  **encountered.*** Give an example of when you have supported a young person to give feedback on advocacy support you have provided, describe the situation, what you did and what was achieved**(up to 300 words max)**

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| **4 - Knowledge and Understanding** **Rights*** Give an example when you have promoted the rights and entitlements of a child or young person you have worked with, describe the situation, what you did and what was achieved **(up to 300 words max)**

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| **5 - Knowledge and Understanding** **Communication*** Provide an example of how you have gone about communicating with a child or young person who has specific needs because of factors such as disability, younger age or English not being their first language, describe the situation, what you did and what was achieved **(up to 300 words)**

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| **6 - Knowledge and Understanding** **Safeguarding*** Give an example of when you have had to take action to safeguard the welfare of a child or young person, describe the situation, what you did and what was achieved **(up to 300 words max)**

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| **I certify,** that to the best of my knowledge, the information I have provided on this form is true and accurate. I understand that if the information I have supplied is false or misleading in any way, it will automatically disqualify me from appointment or may render me liable to dismissal without notice.I also consent to the information provided on my application being stored on a manual and/or computerised filing system in line with Data Protection legislation. |
| **Signed:**  | **Date:**  |
| **Completed application forms should be returned to the address indicated in the covering letter.****Please remember to include the Equal Opportunity Recruitment Monitoring Form** |

*September 2012*

**GDPR statement**

The information provided in this application form will be retained by TGP Cymru for the purpose of processing your application in line with our recruitment process and equal opportunities monitoring.

The lawful bases for retaining your information are – GDPR Article 6(1)

(b) **Contract** – for the purpose of entering into an employment contract with you – we will require your personal details.

(f) **Legitimate Interests** – to ensure that TGP Cymru’s recruitment process is conducted in line with equal opportunity legislation – we will require your personal details in case of a specific challenge but will only involve anonymised information for general monitoring.

Your personal information will be retained for a period of 6 months and will then be destroyed but anonymised information may be held for longer to ensure effective monitoring but will not be relatable.

TGP Cymru takes appropriate organisational and technical measures to secure your information and to protect it against unauthorised or unlawful use and accidental loss or destruction, including using secure servers.



# EQUAL OPPORTUNITIES POLICY

TGP Cymru is committed to providing equal opportunities in employment and to avoiding unlawful discrimination. The organisation has an established policy to try and ensure that no unlawful discrimination occurs, either directly or indirectly, against any person on the grounds of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics”.

**Direct discrimination** is where a person is treated less favourably than another because of a protected characteristic.

**Indirect discrimination** is where a provision, criterion or practice is applied that is discriminatory in relation to individuals who have a relevant protected characteristic (although it does not explicitly include pregnancy and maternity, which is covered by indirect sex discrimination) such that it would be to the detriment of people who share that protected characteristic compared with people who do not, and it cannot be shown to be a proportionate means of achieving a legitimate aim.

Discrimination by victimisation is also recognised as unlawful.

The organisation will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy.

It is recognised that the principal responsibility for providing equal responsibility in employment rests with the Organisation. Each employee and Manager is required to be familiar with, and to implement, the Organisation’s Policy and is urged to comply at all times not only with that policy but with the spirit of Equal Opportunity Legislation and Codes of Practice.

It is the responsibility of each Manager within the Organisation to ensure that his or her treatment of employees, and the decisions and approach taken within their own sphere of operations are devoid of discriminatory practices.

The individual responsible for overseeing and checking upon the satisfactory implementation of this Policy is the Chief Executive Officer who is empowered to thoroughly investigate, and if appropriate redress, any identified or claimed discriminatory incident or practice.

The Senior Management Team and the Board of Trustees give their full backing to this Policy and will support all those who endeavour to carry it out.

Thank you for taking the time to complete this form

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**STRICTLY CONFIDENTIAL**

Dear Applicant,

**RECRUITMENT MONITORING**

TGP Cymru is an Equal Opportunities employer.

In order that TGP Cymru can monitor the effectiveness of our advertising strategies and recruitment programmes to ensure they are open to all sections of the community, we have designed a Diversity Questionnaire with the intention of having a separate, confidential record of your name, where you obtained information about the vacancy you applied for and information about the protected characteristics within the Equality Act 2010 listed below:

* Age
* Disability
* Gender reassignment
* Marriage and civil partnership
* Pregnancy and maternity
* Race – this includes ethnic or national origins, colour or nationality
* Religion or belief – this includes non-belief
* Sex
* Sexual orientation

To assist us in this, it would be helpful if you would take the time to complete this questionnaire in full and post, with your completed application form, to HR Department, TGP Cymru, 12 North Road, Cardiff, CF10 3DY, or alternatively send both via email to hradmin@tgpcymru.org.uk.

The information contained in this questionnaire will be treated as confidential and will only be used for monitoring purposes.

**🔒Your Information**

The Data Protection Act 1998 gives rights to individuals in respect of personal data held about them by others and as directed by the Act, you should know the following:

TGP Cymru is the Data Controller and is registered with the Information Commissioner for the purposes of the Data Protection Act 1998 (DPA).

The diversity information you provide will enable TGP Cymru to monitor the effectiveness of our Equal Opportunities Policy and meet our legal obligations under the Equality Act 2010. Effective monitoring is an important tool for measuring performance and progress towards equality and diversity goals and in ensuring a truly inclusive working environment. This information is only used for research and statistical analysis.

Diversity information is defined by the DPA as “sensitive”. It is not mandatory to supply “sensitive” information, but should you do so, it **will not** affect your application in any way.

The information you give will be held on both manual and electronic systems by TGP Cymru.

Any other disclosures will only be made if we are required to do so by any court order or similar process, or as required by law.

Thank you for your co-operation.

HR Department



# Equality and Diversity Monitoring Form

This form will be detached from your application form and the information transferred to our Human Resources database to help monitor the diversity of applications we receive. This will enable the organisation to develop appropriate policies and procedures in respect of diversity and equal opportunities. The information will be held on computer files for the purposes of monitoring the operation of our equal opportunities policy **only** and is subject to the provisions of the Data Protection Act.

Please could you return the completed form with your completed application form to the HR Department where it will be kept strictly confidential.

**Personal Details:**

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| **Surname:** |       |
| **First Name:** |       |
| **Age:** | 16-2  16-24 [ ]  25-29 [ ]  30-34 [ ]  35-39 [ ]  40-44 [ ]  45-49 [ ]  50-54 [ ] 55-59 [ ]  60-64 [ ]  65+ [ ]  Prefer not to say [ ]  |
| **Gender Identity**  | Male [ ]  Female [ ]  Prefer not to say [ ]  If you identify as transsexual, transgender (in that you have effected a permanent change of gender identity) or as intersex which group do you identify with?Transsexual [ ]  Transgender [ ]  Intersex [ ]  Prefer not to say [ ] If you prefer to use your own term, please specify here       |

**Sexual Orientation**

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| **What is your sexual orientation?**Heterosexual [ ]  Gay woman/lesbian [ ]  Gay man [ ]  Bisexual [ ]  Prefer not to say [ ]  If you prefer to use your own term, please specify here       |

**What is your ethnicity?**

Ethnic origin is not about nationality, place of birth or citizenship, it is about the group to which you perceive you belong?

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| **Asian/Asian British**  | **Mixed/multiple ethnic groups** |
| Indian | [ ]  | White and Black Caribbean | [ ]  |
| Bangladeshi | [ ]  | White and Black African | [ ]  |
| Pakistani | [ ]  | White and Asian | [ ]  |
| Prefer not to say | [ ]  | Prefer not to say | [ ]  |
| Any other Asian background please write:  |        | Any other mixed background please write:       |  |
| **Black/ African/ Caribbean/ Black British** |  | **White** |  |
| African | [ ]  | English | [ ]  |
| Caribbean | [ ]  | Welsh  | [ ]  |
| Prefer not to say | [ ]  | Scottish | [ ]  |
| Any other Black/African/Caribbean background please write: |       | Northern Irish | [ ]  |
| **Other ethnic group** |  | Irish | [ ]  |
| Arab | [ ]  | Romany Gypsy | [ ]  |
| Chinese | [ ]  | Irish Traveller | [ ]  |
| Prefer not to say | [ ]  | Roma | [ ]  |
| Any other ethnic group please write |       | Prefer not to say  | [ ]  |
|  |  | Any other white background please write:  |       |
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**Religion/Belief**

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| **What is your religion or belief?** |
| No religion or belief [ ]  | Buddhist [ ]  | Christian [ ]  | Hindu [ ]  |
| Jewish [ ]  | Muslim [ ]  | Sikh [ ]  | Prefer not to say [ ]  |
| If other religion please write       |
| **Where did you see the post advertised? Please tick the appropriate boxes:** |
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|  [ ]  Indeed |  [ ]  Big Issue |  [ ]  Charity Job Finder | [ ]  Newspaper *(please specify):* |       |
|  |
|  [ ]  Children in Wales |  [ ]  Other Internet Site *(please specify)* |       |
|  |
| **Why did you decide to request further information?** *Please tick the appropriate boxes:* |
|  |
|  [ ]  Salary |  [ ]  Reputation of Organisation |  [ ]  Location |  [ ]  Duties of the Post |
|  |
|  [ ]  Work of Project |  | Other *(please specify)* |        |  |
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**FOR HR PURPOSES ONLY**

Recorded by: ……………………….………………………………. Date: ………………………………………….