**Recruitment Privacy Statement** 

**Recruitment Privacy statement**

Please tick the box once you have read the terms and conditions below.

By applying for our vacancies and volunteering opportunities we will be assuming that you agree to the processing of sensitive personal data, in accordance with the General Data Protection Regulations

The information you provide is what we will use to decide whether to shortlist you for an interview. This helps us to review each applicant in a fair and consistent way. It is important that you complete your details accurately and honestly.

We are particularly keen to promote the employment of people with a disability and welcome all applications. We will select for interview all applicants who have a disability who meet the essential criteria for the role. If you are an applicant with a disability and would like the opportunity to discuss the application or selection process please contact the Recruitment Office recruitment@riseuk.org.uk

**What information does RISE collect?**

We collect a range of information about you. This includes:

* your name, address and contact details, including email address and telephone number;
* details of your qualifications, skills, experience and employment history;
* information about your current level of remuneration, including benefit entitlements;
* whether or not you have a disability for which we may need to make reasonable adjustments during the recruitment process;
* references supplied by former employers
* DBS checks if appropriate for the job role
* information about your entitlement to work in the UK; and
* equal opportunities monitoring information, including information about your ethnic origin, sexual orientation, health, and religion or belief.

RISE will collect this information from your application forms, our onboarding system, passports or other identity documents.

Data will be stored in a range of different places, including on your application record, in our recruitment system.

**Why does RISE process personal data?**

We need to process data to take steps at your request prior to and when and if we do enter into a contract with you to ensure that we are complying with our legal obligations, for example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.

Depending on the role you are applying for, an enhanced Disclosure and Barring Service (DBS) may be required. Criminal records will be reviewed on an individual basis and taken into account for recruitment purposes where the conviction is considered relevant. A criminal record will not necessarily be a bar to obtaining a position with us.

The information that you provide and that is obtained from other relevant sources will be used to process your application for employment. We reserve the right at any time to check on any experience, achievements, qualifications and skills claimed by you either from your application, in any accompanying or subsequent correspondence or at interview. The personal information that you provide will also be used in a confidential manner to help us monitor our recruitment process.

**Who has access to data?**

Your information will be shared internally for the purposes of the recruitment exercise. This includes members of the HR team, interviewers involved in the recruitment process, managers in the business area with a vacancy.

We may also use the information if there is a complaint or legal challenge relevant to this recruitment process. We may check the information collected. We may also use or pass to certain third parties’ information to prevent or detect crime, to protect public funds, or in other ways as permitted by law.

**How does RISE protect data?**

We take 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.

**For how long does RISE keep data?**

If your application is unsuccessful, the organisation will keep your personal data on file for 6 months in case there are future employment opportunities for which you may be suited after which your data is deleted. You are free to withdraw your consent at any time during the 6 months.

**What if you do not provide personal data?**

You are under no statutory or contractual obligation to provide data to RISE during the recruitment process. However, if you do not provide the information, we may not be able to process your application properly or at all.

**Equality Monitoring Form**

You are under no obligation to provide information for equal opportunities monitoring purposes and there are no consequences for your application if you choose not to provide such information.

I have read the terms and conditions of the Recruitment Privacy Statement [ ]

**Application Form**

|  |  |
| --- | --- |
| Position applied for: |       |
| Reference No.: |       |
| Closing date for applications: |       |
|  |  |
| Surname: |       |
| First Name: |       |
| Preferred Title: |       |
| Address: |       |
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| Telephone: | Home |       | Work |       |
|  | Mobile |        |  |  |
| Email: |       |

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| --- | --- |
|  |  |
| Please state where you saw or heard about the job |       |

***This page will not be included in the shortlisting process.***

**AUTHORISATION TO WORK IN THE UK**

In accordance with the Immigration, Asylum and Nationality Act 2006 we are required to check your eligibility to live and work in the UK.

|  |  |  |
| --- | --- | --- |
| Are you currently able to work legally within the UK for a minimum period of 12 months or for the maximum term of the contract if less than 12 months?  | Yes |[ ]  No |[ ]
| Do you require a visa to work in the UK | Yes |[ ]  No |[ ]
| If yes, please confirm that on request you will be able provide this evidence | Yes |[ ]  No |[ ]

**REHABILITATION OF OFFENDERS ACT 1974 (EXCEPTIONS) (AMENDMENTS) ORDER 1986**

All applicants are required to declare any criminal conviction(s) including bindovers and cautions which are ‘unspent’ and/or any pending prosecutions. Certain posts are exempted under the Rehabilitation of Offenders Act 1974. If the post for which you are applying is an ‘exempt’ post **you must declare all convictions including ‘spent’ convictions** and, if appointed, you will be asked to complete a more detailed form so that a criminal records check can be made. Please note that a criminal conviction will not necessarily be a bar to obtaining employment with RISE.

|  |  |  |
| --- | --- | --- |
| Do you have any criminal convictions (including ‘spent’ and ‘unspent’), cautions/bindovers or prosecutions pending? | Yes |[ ]  No |[ ]

**DECLARATION**

I declare that the information given in this application is to the best of my knowledge true and accurate. I know of no reason through conduct and/or association which would prevent me from providing a high quality service. I understand that if the information provided is false or misleading in any way, it will result in my application not being pursued, or if appointed, may lead to disciplinary action and dismissal.

|  |  |  |  |
| --- | --- | --- | --- |
| Signature | Click or tap here to enter text. | Date | Click or tap here to enter text. |

|  |  |  |
| --- | --- | --- |
| I consent for my application to be securely held on file for six months so that I may be considered for future vacancies. | Yes |[ ]  No |[ ]

**PLEASE EMAIL THIS APPLICATION FORM AND THE EQUALITY MONITORING FORM TO**  recruitment@riseuk.org.uk

**Please note**: If you have not received a response within two weeks of the closing date, please assume you have not been successful. We regret we will be unable to write to all unsuccessful applicants.

**EDUCATION AND TRAINING**

|  |  |  |
| --- | --- | --- |
| **SCHOOL, COLLEGE, UNIVERSITY, PROVIDER** | **QUALIFICATION OBTAINED** | **DATES** |
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**EMPLOYMENT HISTORY**

Please start with your most present or most recent employment.

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| --- | --- | --- | --- |
|  **DATES** | **EMPLOYER** | **POST HELD** | **REASON FOR LEAVING** |
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***The above pages will be removed for the shortlisting process.***

***Thank you for your interest in working for RISE.***

**SUPPORTING STATEMENT**

The information provided below will be used for shortlisting in line with our unbiased approach. Please address each point in detail, with examples where possible. Applications which are not completed in this way may not be considered.

|  |  |  |
| --- | --- | --- |
|  | **Post Specific competencies:** | **Essential/****Desirable** |
| 1. | An appropriate relevant qualification such as Safe Lives/Women’s Aid IDVA training and/or ISVA training (training can be provided). | **D** |
| Response |  |  |
| 2. | A good working knowledge of issues relating to domestic and sexual violence and the wider VAWG agenda | **E** |
| Response |  |  |
| 3. | A good working knowledge of relevant legislation e.g. DVA Act, matrimonial, coercive control, criminal, children and adult safeguarding. | **E** |
| Response |  |  |
| 4. | A good working knowledge of operational management in the context of DVA and SVA with an understanding of the criminal justice system (particularly MARAC, MAPPA, MATAC, police, SARC and criminal and civil court) and other options available to survivors of domestic and sexual violence | **E** |
| Response |  |  |
| 5. | Experienced in working to support and safeguard adults (mostly women) and children including traumatised and vulnerable survivors experiencing multiple complexity. You will have demonstrable skills in risk assessing situations on the spot, making sound judgements; | **E** |
| Response |  |  |
| 6. | Experience of effective inter-agency work and awareness of needs of other professional agencies with excellent collaboration and partnership working skills. | **E** |
| Response |  |  |
| 7. | Experience of strengths-based advice giving and advocacy with the ability to advocate with women and children to challenge decisions. | **E** |
| Response |  |  |
| 8. | Experience of assisting with developing and delivering training and setting up and running workshops. | **E** |
| Response |  |  |
| 9. | The ability to oversee a staff team on a day to day basis and effectively manage all aspects of performance as well as recruiting and managing staff, providing staff supervision, performance management and celebrating successes. | **D** |
| Response |  |  |
| 10.  | Good written, and verbal case management case skills and the ability to record monitoring and other information accurately, in line with GDPR and concisely, overseeing others to do so; | **E** |
| Response |  |  |
| 11. | Good IT and organisational skills and the ability to prioritise own work and use a standard case management database; | **E** |
| Response |  |  |
| 12. | Competent in involving service users in design delivery and evaluation of services |  **E** |
| Response |  |  |
| 13.  | The ability to work effectively under pressure within a stressful environment, and to deal with difficult or unpredictable situations and maintain appropriate professional boundaries with service users, colleagues, and your own work-life balance. | **E** |
| Response |  |  |
| 14.  | A strong team player, at RISE this means being able to communicate effectively, work collaboratively, provide support and encouragement to others, being able to compromise and to be flexible. | **E** |
| Response |  |  |
| 15.  | A firm commitment to promote the rights of women, children and other disadvantaged groups and to work within RISE’s feminist theoretical framework, policies and core values. | **E** |
| Response |  |  |