



YMCA Bradford

Prince's Trust – Team Leader  
Full-Time 37.5 hours

Application Pack

**Return date: Monday 6<sup>th</sup> August 2018**

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## A WELCOME TO APPLICANTS

Thank you for your interest in working for the YMCA. If you are an internal applicant you will already be familiar with the distinctive nature of the YMCA and its work. External applicants may not be aware that YMCAs are Christian charities belonging to a national and international Movement. The YMCA offers opportunities to young people and their communities to develop in mind, body and spirit and so help to fulfil their potential. It aims to reflect this holistic approach in the way it recognises the value of each individual staff member and enables them to make their unique contribution to the organisation's mission.

In England, the YMCA comprises some 160 different Associations found in most cities and towns, each of which operates as a separately registered charity. These YMCAs are often working with people at times of greatest need. Worldwide, the Movement has over 30 million members in some 125 countries. The evolution of each YMCA is influenced by local factors. But generally YMCAs aim to:

- Facilitate personal, social and spiritual development – through life and job skills training and a wide range of other opportunities for personal growth and challenge.
- Build relationships and provide programmes that support young people's transition to adulthood.
- Develop communities through the provision of supported housing, community activities and sport, exercise and fitness programmes for all ages.
- Share ideas and resources across the world as part of an international YMCA network.

The YMCA values diversity and welcomes applications from across all of the community. Diversity is reflected strongly among those who participate in YMCA activities and use its facilities. Our housing residents, for instance, come from many nations and backgrounds; the YMCA provides accommodation and training facilities for both men and women; our health and fitness suites have been successful in offering customised programmes for people with disabilities; and the range of activities involves people of all ages. We are also committed to ensuring that diversity is reflected strongly within our Board of Management, volunteer and employee structures. This includes a commitment to keep our practices under review, leading to action where necessary, in order to attract new people from all sections of the community.

Inclusiveness is fundamental to the ethos of the YMCA as a Christian organisation. It is expressed in a wholehearted commitment to welcome people of other faiths and those of none, linked to a confident identity as a Christian faith-based Movement. In order to promote the Christian ethos of the YMCA it is important that certain posts are filled by committed Christians. If the advertisement/job details for the position for which you are applying states that you are required to have a personal commitment to the Christian faith, the information you supply in the 'Religious Beliefs' section of your application will be taken into account in the selection process. If this is not the case, whilst you will be expected to respect the Christian ethos of the YMCA and uphold its values in your work, you are not required to complete the 'Religious Beliefs' section. The values to be upheld include: being inclusive and welcoming to people of all religious faiths and none; promoting respect and freedom for all; working for tolerance and understanding; having an active care and concern for the community; and affirming the equal value of each person when caring for and working with others.

Thank you again for your interest in working for the YMCA. We look forward to receiving your application.



## **YMCA Fylde Coast Vision and Values**

### **Our Vision**

YMCA Fylde Coast strives to transform people's lives by providing an inspirational journey which supports and develops individuals, with a focus on young people. We believe that by fulfilling this vision we can change and enhance lives.

### **Our Mission**

YMCA Fylde Coast is part of a worldwide Christian Movement whose central aim is to enable young people and other members of the community to achieve their full physical, social, cultural and spiritual potential. The YMCA is committed to meeting the needs of all sections of the local community regardless of sex, race, ability, age or faith.

### **Our Values & Ethos**

- Provide an inspirational journey which is based on the need of the individual, throughout their lifetime;
- Offer opportunities for personal and social development that allow everybody to make the most of the abilities and lead a fulfilled life;
- Create sustainable communities through working with individuals, in particular young people and their families to achieve their personal goals and aspirations.
- Help young people on a journey of learning and development, empowering them to make a difference;
- Become recognised as a leading provider in the North West of activities which transform lives.

## JOB DESCRIPTION

<b>Job Title:</b>	Prince's Trust Team Leader
<b>Department/Unit:</b>	Bradford YMCA
<b>Responsible to:</b>	Senior Manager
<b>Responsible for:</b>	Team Leader Assistant and delivery staff, student placements and volunteers

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### **The Prince's Trust Team Programme:**

Prince's Trust programmes are targeted at the most vulnerable and disadvantaged young people, who are often experiencing a range of barriers, providing them the opportunity to engage in positive diversionary activity that supports them into a positive outcome of employment, education, training or volunteering.

Run in partnership with local delivery partners such as Bradford YMCA and Bradford College Team is a 12 week programme of personal development. Groups of 15 young people aged 16-25 take part in a challenging programme which begins with team-building activities, including a week at a residential activity centre, followed by team work on real projects in the local community, community fundraising, as well as individual work placements.

The objectives of the Team Programme is to:

- Increase confidence and motivation
- Develop a wide range of skills relevant for the workplace including; communication, working with others, leadership, caring for others, motivation, tolerance, problem-solving, confidence and taking responsibility
- Achieve qualifications including The Prince's Trust QCF Employment, Teamwork and Community Skills qualification
- Improve interpersonal skills
- Take responsibility for their self-development
- Improve their future prospects

### **Job Purpose:**

We are looking to appoint a dynamic individual to Lead our Prince's Trust Team Programme. The successful candidate will lead and deliver three Prince's Trust Team 12 week personal development programmes throughout the academic year.

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### **Duties and Responsibilities**

1. To deliver three teams per academic year ensuring delivery complies with the structured 12-week stages and processes outlined in the Team Toolkit, the Team minimum quality standards, all assessment criteria and additional contractual obligations.

2. Recruit a range of young people across target group to achieve appropriate Team mix. Liaising with training managers, employment services, Connexions service, employers, youth organisations, schools and colleges. Specifically targeting harder to reach young people such as those from ethnic minority backgrounds.
3. Progress young people through the programme in line with budget, achieving a range of KPI targets including the number of young people recruited; their retention on the programme; and the qualification and positive outcomes achieved.
4. Plan and deliver sessions to support young people to gain the Prince's Trust QCF Employment, Teamwork and Community Skills qualification including creating suitable lesson plans and resources in preparation for each week's activities.
5. Assess learners portfolio work and provide feedback to support young people to achieve their qualification.
6. Keep appropriate records of team and individual activities and achievements via the team leader file and individual participant files.
7. Ensure individual's learner records are regularly updated, assessed and reviewed by them during the 12 week programme.
8. Write End of Team Reports after each programme and ensure actions to improve the quality of the programme are followed up and completed in good time.
9. Support the implementation of multiple external funding contracts or initiative (local and national) to ensure requirements and outputs are achieved as advised by the Senior Manager.
10. Attend the 4 day overnight residential during each team programme and work with the outdoor instructors to ensure maximum participation from each individual.
11. Liaise with community organisations and businesses to plan, prepare, risk assess and supervise possible team challenges and placements.
12. Provide leadership and guidance to the team, ensuring their health and safety and welfare are not compromised.
13. Where necessary challenge inappropriate behaviour and follow disciplinary procedures accordingly.
14. Support and supervise a small team of staff including volunteers and placement students to identify roles, responsibilities and ensure these are carried out.

15. To act as the lead Safeguarding contact for the project, reporting and dealing with Safeguarding concerns as required.
16. Fully commit to and work in accordance with all YMCA policies and procedures, in particular Code of Conduct, Equal Opportunities & Diversity, Health and Safety, Data Protection, Behaviour Management and Child Protection.
17. To attend and actively contribute to all relevant project meetings.
18. To fully participate in training and undertake training relevant to the post, identified through line management and supervision.

### **Special Requirements and Environmental Factors**

1. To have a flexible approach and be willing to carry out further functions and roles as required by the management team.
2. To evidence an understanding of the needs of confidentiality
3. To actively promote equality and diversity
4. To work within the ethos of the Bradford YMCA

### **Safeguarding**

YMCA Bradford is fully committed to safeguarding the welfare of all vulnerable adults, children, and young people. It recognises its responsibility to take all reasonable steps to promote safe practice and to protect vulnerable adults, children and young people from harm, abuse and exploitation.

As a staff member you will have responsibility for ensuring that YMCA Bradford's Safeguarding Policies, Procedures and Guidance are delivered in line with our values and ethos to promote the welfare of children, young people and adults within or connected to YMCA Bradford

## PERSON SPECIFICATION

**Assessment Methods:** A – Application, I – Interview, X – Interview Presentation/Exercise,  
V – Documentary Verification, R – References,

Personal Attributes	Essential (E) or Desirable (D)	Method of Assessment
<b>Experience</b>		
1. Experience of working to holistically address identified needs of young people aged 14 to 25 in paid or voluntary capacity.	E	A
2. Experience of delivering issue based group work activities to children/young people.	E	I
3. Experience of delivering qualifications/accreditations for young people.	E	I
4. Experience of general office administration work, maintaining accurate records.	E	A
5. Experience of working with one or more of the following groups of young people: <ul style="list-style-type: none"> <li>• Children/Young people at risk of offending</li> <li>• Children/Young People at Edge of Care</li> <li>• Children/Young people with challenging behaviour</li> <li>• Children/Young people with educational difficulties</li> </ul>	E	I
<b>Qualifications</b>		
6. Minimum L3 qualification in one of the following qualifications or equivalent: <ul style="list-style-type: none"> <li>• Youth Work/Youth and Community Work</li> <li>• Social Work Working with Children</li> <li>• Young People and Families</li> </ul>	E	A
7. PTTLS or Award in Education and Training	D	A
8. Literacy/numeracy up to Level 2 or equivalent	E	A
<b>Training</b>		
9. Willingness to undertake further training, as required	E	I
<b>Special Knowledge</b>		



10. An understanding of why young people become involved in and continue to be involved in crime and/or risky and negative behaviours.	E	I
11. Knowledge of agencies and services for children/young people	E	I
12. Demonstrable understanding of Safeguarding and Child Protection issues.	E	I
13. Demonstrable understanding of Health and Safety practices	E	I
<b>Circumstances – Personal</b>		
14. Provide a positive role model for young people	E	I
15. Willingness to attend three 4 day (3 night) residential trips throughout the year.	E	I
16. Holder of a full driving licence and access to own vehicle.	D	A
17. No contra indications to personal background or criminal records indicating unsuitability to work with children, young people or families or in a position of trust.	E	R
18. Must be eligible to work in the UK	E	R
<b>Disposition, Adjustment &amp; Attitude</b>		
19. Willingness to adhere to YMCA dress code policy to wear identifiable clothing provided	E	I
20. Respect for the ethos of the YMCA and able to uphold its values	E	I
<b>Practical Intellectual skills</b>		
21. Good organisational skills, self-motivation and an ability to work under pressure handling competing demands.	E	I
22. Good IT skills, including ability to maintain database and spreadsheet records.	E	A
23. Good written communication skills	E	A
24. Good verbal communication skills	E	X
<b>Physical/Sensory</b>		
25. Must be able to perform all duties and responsibilities in work location with reasonable adjustments where appropriate, under the provision of the Disability Discrimination act 1995.	E	A

**Equality**

25. Candidates should indicate an acceptance of a commitment to the principles underlying the YMCA's Equal rights policies and practices.

**E**

**I**

26. A commitment to Bradford YMCA's aims and objectives, including equal opportunities/ diversity policy.

**E**

**I**



## TERMS & CONDITIONS

**SALARY:** £20,031 per annum

**CONTRACT TYPE:** Full-Time

**HOURS OF WORK:**

A Full-Time working week of 37.5 hours (Flexible working pattern). This post may involve evening and weekend work. A time off in lieu (T.O.I. L) system is in operation and must be agreed with your line manager.

**PAID LEAVE ENTITLEMENT:**

4 weeks (pro rata) paid leave is allowed for the first 5 years. After this period a further one week is allowed after the fifth completed financial year. Additional paid leave is granted for statutory Bank Holidays.

**SICK PAY:**

Absence due to genuine sickness is payable in accordance with the Association's arrangements. Two weeks (pro rata) Company sick pay is standard within Fylde Coast YMCA

**DBS Checks:**

If the post requires a DBS check as a requirement of the role – the post will be offered subject to satisfactory DBS clearance

**TRAVEL:**

A travel allowance of 45pence per mile is payable.

**PENSION:**

To comply with the new law regarding Pension Automatic Enrolment, depending on your circumstances, you will be automatically enrolled into our qualifying pension scheme, provided by NEST Pensions. You will be able to opt-out of the scheme if you wish, but if you remain a member you will be saving towards your retirement.

If you do not meet the criteria to be automatically enrolled, you will have the option to join the scheme if you wish.

Further information on the pension scheme can be obtained by contacting the HR Department.

**NOTICE**

As per contract of employment

**CONDITIONS:**

The post is subject to a probationary period of 6 months.

**DISCIPLINARY & GRIEVANCE:**

The Association's standard disciplinary and grievance procedures apply to this post.

**TRAINING:**

The Association is committed to the training of all employees as and when necessary.

**EQUALITY & DIVERSITY**

The post holder must be aware of equality and diversity principles and comply with the Fylde Coast YMCA's equality and diversity procedures.

**HEALTH & SAFETY**

All staff are responsible for the implementation of the health and safety procedures so far as it affects them, their colleagues and others who may be affected by their work. The post holder is also expected to monitor the effectiveness of health and safety arrangements relating to their work to ensure appropriate improvements are made when necessary.



## **YMCA Fylde Coast**

### **Selection & Interview Arrangements**

<b>Interview Panel:</b>	To be confirmed
<b>Closing Date:</b>	<b>Monday 6<sup>th</sup> August by 9:00am</b>
<b>Short listing:</b>	To be confirmed
<b>Notification of shortlist (Successful candidates only):</b>	To be confirmed
<b>Interview Date and Process:</b>	<b>Monday 13<sup>th</sup> August</b>
<b>Panel Decision and Notification:</b>	To be confirmed



### **How to Apply**

To apply for this role, please submit a completed application form by email with supporting statements securely attached to:-

recruitment@fyldecoastymca.org

The closing date for this role is by 9:00am on Monday 6<sup>th</sup> August 2018 please note any applications received after this date and time will not be considered.

All referee requests will be treated with the strictest confidence and no referee will be approached without obtaining your prior consent. You are also invited to complete and return the Equal Opportunities Form for monitoring purposes.

The Equal Opportunities Form allows YMCA Fylde Coast to follow the recommendations of the Equal Opportunities Commission, the Commission for Racial Equality and the Disability Rights Commission, that we as an employer should monitor the selection process to ensure equality of opportunity is being offered and being achieved. This form will not form part of your application and will be treated as confidential

Thank you for your time and we look forward to receiving your application.

## GUIDELINES FOR APPLICATION FOR EMPLOYMENT

The following notes are designed to assist you in completing the application form, to provide information about the reason for asking certain questions, and to tell you what will be required from you if your application is successful.

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### NOTES ON COMPLETING THE APPLICATION FORM

#### Section 1      **JOB DETAILS**

**Location**      Insert the name of the place where the job is based

#### Section 2      **PERSONAL DETAILS**

**Driving License** Tick as appropriate.

Please refer to the job specification to determine the requirement for a driving license for the position for which you are applying.

#### Section 3      **RELIGIOUS BELIEFS**

The YMCA is a Christian organisation. Each part of the YMCA exists to fulfill the Christian aims and purposes of the YMCA Movement in its own way. However the YMCA also welcomes those of other faiths and those of none.

In order to promote the Christian ethos of the YMCA, it is important that **certain** posts are filled by committed Christians. If the advertisement / job details, for the position for which you are applying, states that you are required to have a personal commitment to the Christian faith, then the information which you supply in this section will be taken into account in the selection process.

If this is not the case, whilst you will be required to respect the Christian ethos of the YMCA and uphold its values in your work, you are **not required** to complete this section on Religious Beliefs. The values to be upheld include: being inclusive and welcoming to people of all religious faiths and none; promoting respect and freedom for all; working for tolerance and understanding; having an active care and concern for the community; and affirming the equal value of each person when caring for and working with others.

#### Section 4      **EDUCATION, TRAINING & DEVELOPMENT**

Please detail information, which is relevant to your application. It is not necessary to list schools/colleges attended.

### NOTES ON THE EQUAL OPPORTUNITY POLICY - MONITORING FORM

The YMCA is an Equal Opportunity Employer. To help us monitor our policy, we would be grateful if you would complete the details on this monitoring form. The information you give on this form does **not** form part of the selection procedure. The form is separated from the application form and is only used to help us monitor effectively.

### DATA PROTECTION

Personal data obtained from applicants during recruitment process will be held securely by the YMCA identified in the job advertisement. Information provided will be used solely for the purposes of selection for the post advertised, unless express permission for additional use is sought from the applicant [e.g. if the applicants might be considered for other vacancies]. Other than for the successful applicant, no personal data provided in the course of the application other than that stored and processed as part of the YMCA's monitoring of equal opportunities will be retained beyond four months from the date from which applicants are informed of the outcome of their application.

## **ADDITIONAL INFORMATION - DECLARATION OF CRIMINAL BACKGROUND INFORMATION**

The Rehabilitation of Offenders Act 1974 sets out to help people who have been convicted of a criminal offence and have not been convicted again in a specified period. This period is known as a rehabilitation period. Once a rehabilitation period has expired and no further offending has taken place, a conviction is considered to be 'spent'. Once a conviction is spent, the convicted person does not have to reveal it or admit its existence in most circumstances.

The Rehabilitation of Offenders Act 1974 [Exceptions Order] gives some **exemptions** from the Act, whereby details of 'spent' convictions have to be declared. One of these exemptions is working with children, young people\* and/or vulnerable adults. When recruiting people to work in such positions of trust an employer is entitled to ask for details of all convictions, spent and 'unspent'.

If you are invited to interview you will be required to complete and bring with you a 'Declaration of Criminal Background Information' form. This form will be sent to you with the interview invitation and will require you to give details of any unspent convictions.

***If the post for which you are applying involves working with children, young people\* and/or vulnerable adults, you will ALSO be required to give all details of any criminal record including 'spent' and 'unspent' convictions. Your application pack includes 'Additional Guidelines for Applicants for Positions which involve Working with Children, Young People\* and/or Vulnerable Adults'.***

The information provided will only be seen by the interview panel if we are considering offering you employment. Declaration of a conviction will not necessarily mean disqualification from appointment. Criminal records will be taken into account only when they are relevant to the post for which you are applying.

### **IF YOU ARE INTERESTED IN APPLYING PLEASE RETURN THE APPLICATION FORM AND MONITORING FORM**

- by the closing date shown in the advertisement or in the accompanying letter
- to the address as stated in the accompanying letter.

Following shortlisting you will be notified of the outcome of your application.

### **IF YOU ARE SHORTLISTED YOU WILL BE INVITED FOR INTERVIEW**

You should bring with you a completed 'Declaration of Criminal Background Information' form.

***If the post for which you are applying involves working with children, young people\* and/or vulnerable adults, your application pack includes 'Additional Guidelines for Applicants for Positions which involve Working with Children, Young People\* and/or Vulnerable Adults'. Please follow the instructions in these guidelines.***

### **IF YOU ARE MADE AN OFFER OF EMPLOYMENT WITH THE YMCA**

you will be required to

- consent to references being taken up
- complete a medical questionnaire and if necessary undergo a medical examination
- demonstrate, by producing approved documentation, that you are entitled to work in the UK.

This is because, as an employer, we will be committing a criminal offence if we employ a person who is not entitled to work in the UK. We will advise you on which documents are approved documentation.

***if the post for which you are applying involves working with children, young people\* and/or vulnerable adults, you will be required to apply for a higher level Disclosure. Please refer to the 'Additional Guidelines for Applicants for Positions which involve Working with Children, Young People\* and/or Vulnerable Adults included in this application pack.***

\*young people are those under 18 years of age



## **YMCA FYLDE COAST POLICY STATEMENT ON THE RECRUITMENT OF EX-OFFENDERS**

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates.

The YMCA undertakes not to discriminate unfairly against any applicant on the basis of a criminal record or other information revealed. Criminal records and other information will be taken into account for recruitment purposes only when they are relevant. We select all candidates for interview based on their skills, qualifications and experience.

We ask all applicants called for interview to provide details of their criminal record. Depending on the nature of the position applied for, the YMCA may request details of your entire criminal record or only of 'unspent' convictions as defined in the Rehabilitation of Offenders Act 1974.

We request that this information is sent under separate, confidential cover to a designated person within the YMCA and we guarantee that this information is only seen by those who need to see it as part of the recruitment process. We would point out that, for the successful candidate, this information will be verified by requesting a Disclosure statement\* from the Disclosure and Barring Service (DBS) before the appointment is confirmed.

Failure to reveal information that is relevant to the position sought could lead to withdrawal of an offer of employment or subsequent dismissal.

We ensure that all those in the YMCA who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex offenders e.g., the Rehabilitation of Offenders Act 1974.

At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matters that might be relevant to the position.

For those positions where a Disclosure\* is required, application forms and guide notes will contain a statement that a Disclosure will be requested in the event of the candidate being made a conditional offer of employment. We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of any offences. However, we should make it clear that as the nature of the YMCA's work brings its workers into contact with children, young people\*\* and/or vulnerable adults a criminal record or other information which makes the application unacceptable for a position of trust will render the applicant unsuitable.

As an organisation using the Disclosure and Barring Service [DBS] to assess applicants' suitability for positions of trust, this policy complies with the CRB Code of Practice.

*\* Applicants for certain positions who are made a conditional offer of employment will be subject to a criminal record check – known as Disclosure - from the Disclosure and Barring Service (DBA) before the appointment is confirmed This will include details of cautions, reprimands or final warnings, as well as convictions. \*\* young people are those under 18 years of age*

## **ADDITIONAL GUIDELINES FOR APPLICANTS FOR POSITIONS WHICH INVOLVE WORKING WITH CHILDREN, YOUNG PEOPLE\* AND/OR VULNERABLE ADULTS**

**The post for which you are applying will bring you into direct contact with children, young people\* and/or vulnerable adults. During our recruitment procedure we take steps to assess an applicant's suitability for such a position of trust. It is important that you understand the nature of the checks that we will make and when we will make them.**

The Rehabilitation of Offenders Act 1974 sets out to help people who have been convicted of a criminal offence and have not been convicted again in a specified period. This period is known as a rehabilitation period. Once a rehabilitation period has expired and no further offending has taken place, a conviction is considered to be 'spent'. Once a conviction is spent, the convicted person does not have to reveal it or admit its existence in most circumstances.

The Rehabilitation of Offenders Act 1974 [Exceptions Order] gives some **exemptions** from the Act, whereby details of 'spent' convictions have to be declared. One of these exemptions is working with children, young people\* and/or vulnerable adults. When recruiting people to work in such positions of trust an employer is entitled to ask for details of all convictions, spent and 'unspent'.

### **If we ask you to come for an interview please bring the following with you**

- **a completed Declaration of Criminal Background Form**

this form will be enclosed with the letter inviting you to interview. It asks for details of spent and unspent convictions, cautions, reprimands and final warnings. You should complete the form and place it in an envelope marked 'Private and Confidential', addressed to the Interview Panel. Your name should be clearly stated on the front.

- **proof of identity**

we require one form of photographic identification [e.g. a passport or new form of driving license] and two addressed items such as a recent utility bill, recent bank statement, current Council Tax bill. If this is a problem please contact us.

The information relating to criminal convictions will only be seen by the interview panel if we are considering offering you employment. If you wish to discuss the information that you have given, please mention this to an interviewer. Having made its selection, the panel may wish to discuss any information given with you. Having a conviction will not necessarily bar you from consideration for the post. Criminal records will be taken into account only when they are relevant to the position for which you are applying. Our policy on the recruitment of ex offenders is given overleaf.

### **If you are made a conditional offer you must apply for a higher level Disclosure statement from the Disclosure service. We will tell you how to go about this.**

The Disclosure service offers organisations a means to check the background of job applicants to ensure that they do not have a history that would make them unsuitable for the post. Disclosure statements are provided by the Disclosure and Barring Service (DBS), an executive agency of the Home Office. Higher level disclosure statements provide details of a person's criminal record including convictions, cautions, reprimands and warnings; they also contain details from lists held by Government departments of those considered unsuitable for this type of work. Organisations using the Disclosure system must comply with a Code of Practice, a copy of which is available on request. If you require further information about Disclosure you can visit the website [www.disclosure.gov.uk](http://www.disclosure.gov.uk)

\*young people are those under 18 years of age

**DECLARATION OF CRIMINAL BACKGROUND INFORMATION**

***Please complete this form if you are attending for interview. It should be placed in an envelope marked Private and Confidential, addressed to the Interview Panel with your name clearly stated on the front and brought to the interview.***

Please read the guidelines for Application for Employment before completing this form.

The information you provide will remain confidential

Name .....

Post applied for .....

Please give details, including date, offence and, where appropriate, sentence of any unspent criminal convictions below.

If none, please write 'NONE'.

Signed ..... Date .....

***If you wish to discuss the information you have given above at your interview, please ensure that you mention this to the interviewer.***

**DECLARATION OF CRIMINAL BACKGROUND INFORMATION**

**You must complete this form if you**

- **are applying for a YMCA post which will bring you into contact with children, young people and/or vulnerable adults**

**AND**

- **are attending for interview.**

Please read the guidelines for ‘Additional Guidelines for Applicants for Posts which involve Working with Children, Young People and/or Vulnerable Adults’ before completing this form.

*The completed form should be placed in an envelope marked Private and Confidential, addressed to the Interview Panel with your name clearly stated on the front and brought with you to the interview together with forms of official identification. Ideally we require one form of photographic evidence [e.g. a passport or the new form of driving license] and two addressed items such as a recent utility bill, recent bank statement or current Council Tax bill. If you have difficulty in providing such means of identification please contact us for further guidance.*

The information you provide will remain confidential

Name .....

Post applied for .....

Please give details, including date, offence and where appropriate sentence of **all** criminal convictions, cautions, reprimands and final warnings [spent and unspent] below

If none, please write ‘NONE’.

I have read the ‘**Additional Guidelines for Applicants for Applicants for Posts which involve Working with Children, Young People and/or Vulnerable Adults**’ and understand that if my application is successful I will apply for a higher level Disclosure.

Signed ..... Date .....

**If you wish to discuss the information you have given above at your interview, please ensure that you mention this to the interviewer.**