



## **GUIDANCE NOTES FOR JOB APPLICANTS**

**Thank you for your job enquiry**

**The information you provide on this application form and additional sheets will determine whether you are shortlisted for an interview. Please note that CVs will not be accepted.**

If you do not understand anything on the form, need help in completing it or need the form in an alternative format, please ring the telephone number contained in the information pack. Please let us know if someone else completes the form for you. A job description and person specification are enclosed with this pack. They should be used in conjunction with these guidance notes when you complete the application form.

### **PERSONAL DETAILS**

Please enter your details fully and clearly so we may contact you about your application.

### **REFEREES**

Give the names and addresses of two referees, one of whom must be your current employer (or most recent if unemployed).

If you have not been employed before, give details of teachers/lecturers or others who know you well enough to comment on your ability to do the job. Relatives and friends must not be used.

### **QUALIFICATIONS AND OTHER RELEVANT TRAINING**

Give details of your relevant qualifications and training courses. (You will be expected to produce proof of relevant qualifications if you are interviewed).

Look at the person specification to see which qualifications/training are essential. You may also have gained qualifications and attended training which, although not essential, are relevant to the job.

We are also interested in any relevant courses which did not lead to an examination or qualification and will take into account equivalent education/qualification gained overseas or as part of a vocational training scheme.

### **APPLICATION DETAILS**

Using separate sheets, tell us why you think you can do the job.



- ❖ You should provide evidence of your relevant experience, skills and knowledge by giving specific examples and demonstrating how you meet the criteria on the person specification.
- ❖ You should think very carefully before completing this section and refer to both the job description and person specification.
- ❖ You may wish to write this page out as a rough draft before submitting a handwritten or typed statement (however, do not send in a CV).
- ❖ If you have little or no work experience, try to think of things you have done where you can transfer skills used at school or college, such as planning a project or coursework.
- ❖ You may also have considerable domestic responsibilities, such as household budgeting, or you may organise social or community activities – these are skills that can be relevant to the post.
- ❖ Be positive about your personal skills and achievements – they can be just as relevant as professional experience.

## **EXPERIENCE**

We are interested in all employment you have undertaken. If you have not had a full-time or permanent job, please give details of any other employment you may have had (work experience, part-time, voluntary or holiday work).

IT IS IMPORTANT THAT ANY GAPS IN YOUR WORK HISTORY ARE FULLY EXPLAINED ON THE FORM.

## **DATA PROTECTION**

The information you have supplied on this application form may be processed by computer or may form the basis of manual records.

This data will be used to produce anonymous statistics in connection with equal opportunities and recruitment monitoring.

## **DISABILITY**

**OPTIMISM SUPPORTED HOUSING (OSH)** welcomes applications from people with disabilities.

Please let us know if you need additional assistance from us in order to complete the application form or prior to attending the selection process (special parking, ground floor venue, sign language interpreter, large print, wheelchair access, etc.)



## **EQUALITIES COMMITMENT**

**OPTIMISM SUPPORTED HOUSING (OSH)** has an equal opportunities policy that recognizes the local area is a diverse community within which each person is valued regardless of race, gender, disability, sexuality, religion, or age.

## **OPTIMISM SUPPORTED HOUSING (OSH) AIMS TO**

- ❖ Act promptly on any complaints of discrimination and harassment
- ❖ Develop a culture and working environment free from discrimination and harassment
- ❖ Develop a culture which allows the growth of networks for different groups of staff
- ❖ Ensure fair and equal recruitment
- ❖ Ensure fair and equal treatment
- ❖ Encourage and help all staff to reach their full potential
- ❖ Have a workforce that represents the makeup of the local population
- ❖ Listen and respond to what different groups of staff have to say
- ❖ Monitor and review all policies and procedures from an equalities perspective.
- ❖ Provide a safe, secure, and accessible working environment that values and respects individuals' identities and cultures.