



## Section 2 - Why you would be a great Support Worker

Our Support Workers practice our values in all aspects of their work to enable people with learning disabilities to lead full, happy and healthy lives, be treated as valued individuals and be a valued part of their community. Our Support Workers provide information and direct support for people to make choices and decisions in every aspect of their lives, so that they can do the things they always wanted to do and the things that they never thought possible.

Please describe below, how you meet the following areas:

1. Putting Values into practice in everything you do

2. Excellent interpersonal skills, with the ability and confidence to generate and build effective relationships with colleagues, customers and stakeholders

3. Basic IT, literacy and numerical skills

4. Ability and willingness to take responsibility for your own development and contribute to the development of the team

5. Initiative and confidence to make decisions

6. Ability to work calmly, efficiently and accurately under pressure individually and as part of a team

7. Confidence to speak up for yourself and others

8. Willingness to undertake training and personal development activities as required

9. Educated to GCSE level in maths and English or equivalent Level 2 qualification

10. Experience of supporting vulnerable people

11. Knowledge about learning disability

12. Social Care qualification or equivalent

13. A clean and valid driving licence



## Section 4 - Your Previous Employment

Please give details of your previous employment in date order, starting with the most recent jobs you have had.

Where you have been employed by an agency, please outline the details of the agency as well as the placement(s).

Also, include any previous work with the Westminster Society and voluntary work / work experience you may have had.

If you need more space to detail all of your employment history, please do so on a separate sheet of paper and attach it to your application form.

Name of the organisation you worked for

Job title

Start date of employment

Month

Year

End date of employment

Month

Year

Salary (if applicable)

£

Brief description of duties / responsibilities

Reason for leaving

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Name of the organisation you worked for

Job title

Start date of employment                      Month                      Year

End date of employment                      Month                      Year

Salary (if applicable)                      £

Brief description of duties / responsibilities

Reason for leaving

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Name of the organisation you worked for

Job title

Start date of employment                      Month                      Year

End date of employment                      Month                      Year

Salary (if applicable)                      £

Brief description of duties / responsibilities

Reason for leaving

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Name of the organisation you worked for

Job title

Start date of employment                      Month                      Year

End date of employment                      Month                      Year

Salary (if applicable)                      £

Brief description of duties / responsibilities

Reason for leaving

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Name of the organisation you worked for

Job title

Start date of employment                      Month                      Year

End date of employment                      Month                      Year

Salary (if applicable)                      £

Brief description of duties / responsibilities

Reason for leaving



## Section 5 - Any employment gaps you may have

If you have had any period where you have not worked, please detail these below.

Date from Month/ Year	Date to Month/ Year	Reason for gap in employment
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## Section 6 - Education and Training

Please provide details of your education and training below. Please include any qualifications or courses attended (this includes non-certificated courses) which are relevant to the role of Support Worker.

Date from Month/ Year	Date to Month/ Year	Name of School / College / University / Organisation	Qualification gained / training completed
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## Section 7 - Other information about you

Do you have any illness or condition which would impair your ability to carry out the duties of this post?      Yes      No

If you have answered yes, please give further details.

Do you consider yourself to have a disability or special need?      Yes      No

If you have answered yes, please give further details, including any specific requirements you have that we need to consider if you are invited to an interview.

Do you require a work permit or visa to work in the UK?      Yes      No

If you have answered yes, please state the type and expiry date of the work permit or visa.

## Section 8 - Criminal Convictions

Support Worker posts are exempt from the provisions of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (exemption) order 1975.

Therefore you are asked to disclose whether you have any previous convictions, cautions, reprimands, or final warnings, regardless of whether they are "spent" or not.

All successful candidates will be require a criminal record check which will be carried out by the Disclosure and Barring Services (DBS). A criminal conviction will not necessarily debar you from employment with the Westminster Society.

Have you ever been cautioned / reprimanded / bound over / convicted of a crime (spent or otherwise) ?

Yes      No

If you have answered yes, please give details below outlining the date, place and nature of the offence and outcome:

## Section 9 - Your References

A final offer of employment as a Support Worker is subject to us receiving 2 satisfactory references covering the last three years of your employment history . When choosing your referees, you will need to include your current or most recent employee (including voluntary work / education) as your first reference. Both references should come from a previous employer. Relatives may not be given as referees.

There can be delays in being able to provide a final offer of employment and agree a start date, because of difficulties in us obtaining references. Therefore, it is important that you provide full details of all referees and that they are correct and up to date.

It is also important that any referees you put down are willing to provide a reference and that they are aware that if a reference is not provided it will affect our ability to offer you employment.

We will contact all referees listed but only for successful applicants.

### **Referee 1 – Current or most recent employer (Including voluntary work / education)**

Name

Job title

Name of organisation

Address of organisation

Telephone number

Fax number

Email address

Relationship to you (e.g. Line Manager)

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**Referee 2 – Previous employer  
(Including voluntary work / education)**

Name

Job title

Name of organisation

Address of organisation

Telephone number

Fax number

Email address

Relationship to you (e.g. Line Manager)

## Section 10 - Your Declaration

- I declare that the information that I have provided on this form is correct to the best of my knowledge.
- I understand that any false information or misinterpretation would result in my application being disqualified or if appointed, could lead to disciplinary action including dismissal.
- I understand that information on this form may be held by the Westminster Society on computer and / or manual records.
- I consent to the Westminster Society, in line with the Data Protection Act (1998), holding this information in a secure place (if my application is unsuccessful the data will be held for 6 months and then destroyed).

Signature

Date

To help us monitor the success of our recruitment campaigns, can you let us know where you saw the Support Worker advert.

**Thank you for completing your application form**

Please return your completed form via e-mail to [recruitment@wspld.org](mailto:recruitment@wspld.org) or by post to: Recruitment, The Westminster Society, 16a Croxley Road, London W9 3HL.

We will contact you as soon as possible to let you know if you have been shortlisted and if you have, when your interview will be.

If you are not shortlisted for an interview but would like some feedback as to why, please contact us.

If you are shortlisted for an interview, we look forward to seeing you and wish you all success.