**Application Form**

We are a multicultural church, where people with varied backgrounds enrich each other's Christian living. Our people hold a range of opinions about theology and church life.  In the words of the denomination’s Statement of Nature, Faith and Order (1990) together we are firmly committed to 'God, Father, Son and Holy Spirit. The living God, the only God, ever to be praised.'

See more at: [www.urc.org.uk](http://www.urc.org.uk)

# IMPORTANT INFORMATION FOR APPLICANTS

**Please read through all the information carefully before you start to fill in the application form.**

If you then decide you wish to apply for the post, then please complete the attached application form.

You should fill in the form step by step, noting the points below. Please:

* refer to the job description and person specification. These documents describe what the job involves and the requirements of the job holder;
* ensure your application contains relevant qualifications and experience as they relate to the person specification;
* give examples to support your evidence against the person specification criteria and describe them. For example: rather than simply saying, “I work well in a team” – try to give an example of when and how you contributed to a team;
* make sure the information given is accurate by checking for errors after you have filled in the form;
* use additional space if you need to; do so clearly stating which part of the application form the sheet relates to;
* help us monitor the effectiveness of our Equalities Policy by completing the Equalities Monitoring section of this form (*completion is entirely voluntary);*
* do not attach a CV as it will not be accepted;
* applications should be sent in Word format by email to [recruitment@urc.org.uk](mailto:recruitment@urc.org.uk)
* ensure you application reaches us before **12 noon of the closing date**.
* do not change your completed application form to PDF.

* Following to the closing date, sections **A, B, C and D** will be removed from all applications by the HR department to maintain anonymity and confidentiality during the nominating process.
* Shortlisted applicants will be contacted by phone and notified with the interview time and format.
* Unsuccessful applicants will be notified by letter.
* Interviews are usually held in the relevant Synod.

**For information on how we process and store your information, please see our Data Privacy Notice on our website:** <https://urc.org.uk/privacy-policy/>

**Section A. Personal Details**

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| Please make sure that all parts of the application form are completed. | | |
| **Post applied for** |  | |
| **How did you hear about the post?** |  | |
| **Are you available for the interview on the advertised date?** |  | |
| **Please give the date from which you are available to take up an appointment** |  | |
| **Please specify if you need any special arrangements for the interview** |  | |
| **Title** |  | |
| **First name** (Block letters) |  | |
| **Surname** (Block letters) |  | |
| **Address** (Block letters) |  | |
|  | |
|  | |
| **Post Code** |  | |
| **Telephone number** | Home |  |
| Daytime |  |
| Mobile |  |
| **E-mail address** |  | |
| **Immigration Status**  Do you have the legal right to work and live in the UK? Yes  No  If yes, please write in any conditions (e.g. end date, Visa type etc.) | | |
| Do you have any Criminal Convictions not “spent” under the Rehabilitation of Offenders Act 1974?  Yes  No If yes, please supply further details | | |

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| --- | --- | --- | --- |
| **For HR use only** | | | |
| Date received |  | | |
| Application reference |  | | |
| Application withdrawn |  | Post Withdrawn |  |
| Shortlisted | Yes  No | Appointed | Yes  No |
| Special requirements at the interview |  | | |
| DBS check required | Yes  No | | |

**Section B. Equalities Monitoring**

The United Reformed Church (URC) is committed to promoting fairness and eliminating discrimination from recruitment and selection practices. We strive to ensure that no job applicant receives less favorable treatment either directly or indirectly, on the grounds of age, race, disability, gender, gender reassignment, marital status, religion**[[1]](#footnote-1)** or belief, sexual orientation, pregnancy, and maternity in accordance with the Equality Act 2010. To monitor the success of this, the URC asks applicants to complete the form below. **All information supplied will be treated in confidence and will not be used as part of the selection process.** The monitoring form will be detached from your application form, stored separately, and used solely to provide statistics for monitoring purposes.

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** |  | **Date** |  |
| **Post applied for** |  | | |

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| --- | --- | --- | --- |
| **Gender** | Male | Female | Prefer not to say |
| Is the gender you indicate the same as at birth?  Prefer not to say | | |

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| --- | --- | --- | --- | --- | --- |
| **Age** | 16 - 17 | 18 - 21 | 22 - 30 | 31 - 40 | 41 - 50 |
| 51 - 60 | 61 - 67 | 68+ | Prefer not to say | |

|  |  |
| --- | --- |
| **Marital status** | Married Civil partnershipSingle  Divorced  Other  (Please specify) Prefer not to say |

|  |  |
| --- | --- |
| **Nationality** |  |

| **Religion/Belief/Faith** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Baha’i | Buddhist | | Christian | Hindu | Jain | Jewish |
| Muslim | Sikh | | No religion | Other  (Please specify) | |  |
| Prefer not to say | |  |  |  | |  |

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| **Sexual Orientation** |
| Bisexual  Gay / Lesbian  Heterosexual  Other  (Please specify)  Prefer not to say |

**How would you describe your ethnic origin? Please choose the option that best describes your ethnic group or background[[2]](#footnote-2):**

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| --- | --- | --- | --- | --- | --- |
| **White** | | | **Mixed** | | |
| 1. | Scottish/English/Welsh/  Northern Irish/British |  | 10. | White and black Caribbean |  |
| 2. | Irish |  | 11. | White and black African |  |
| 3. | Gypsy or Irish Traveller |  | 12. | White and Asian |  |
| 4. | Other white background  Please specify |  | 13. | Other mixed background  Please specify |  |
| **Asian or Asian British** | |  | **Black or black British** | | |
| 5. | Indian |  | 14. | African |  |
| 6. | Pakistani |  | 15. | Caribbean |  |
| 7. | Bangladeshi |  | 16. | Other black background  Please specify |  |
| 8. | Chinese |  | **Other ethnic groups** | | |
| 9. | Other Asian ethnic groups  Please specify |  | 17. | Other ethnic groups  Please specify |  |

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| **Disability** | | | |
| *The Equality Act 2010 defines disability as "a physical or mental impairment which has a substantial & long term effect on a person’s ability to carry out normal day to day activities".* | | | |
| Do you consider yourself to have a disability? | Yes | No |  |

The information you have provided will be stored either on paper records or electronically in accordance with the Data Protection Act 1998 and will be used solely to monitor the effectiveness of the United Reformed Church’s Equalities Policy relating to recruitment and employment.

By completing this form you give your consent to the United Reformed Church processing the data supplied in this form for the purposes described above.

**Section C. References**

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| --- | --- |
| Please give details of two individuals, not related to you, who will provide references. **One of these must be the Moderator of the Synod in which you currently serve.** The other should be a person who is able to comment on your ability to perform the role for which you are applying.  *N.B References will be obtained and shared with the Nominating Group prior to interviews.* | |
| Name | Name |
| Position | Position |
| Address | Address |
| Telephone | Telephone |
| Email | Email |
| How is the referee known to you? | How is the referee known to you? |

|  |  |
| --- | --- |
| Please indicate here if you wish to be contacted prior to us approaching your referees. | **Yes**  **No** |

**Section D. Declaration**

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| **Declaration** |
| 1. I acknowledge that an appointment, if offered will be subject to satisfactory references and a satisfactory enhanced DBS check (if applicable). 2. I confirm that the information given on this form is correct to the best of my knowledge and belief. I understand that any false information given may disqualify me from taking up employment or result in the termination of my employment. |
| Signed: Date:  Name (please print): |

**Section E. Application**

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| --- | --- | --- | --- | --- |
| **1. EDUCATION & QUALIFICATIONS**  List all qualifications achieved e.g, GCSEs, A-Level, Degrees/Diplomas/Professional qualifications etc. **starting with your present or most recent first.** | | | | |
| **From - To**  **Month/year** | | **School/College** | **Examinations**  **Taken** | **Results**  **(expected/awarded)** |
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| **2. APPOINTMENT / EMPLOYMENT HISTORY**  List all your pastorate/ posts within the church and any secular employment, **starting with your present or most recent first.** Please account for any gaps. | | | |
| **Name and Address of Employer** | **Position Held** | **From To**  **Month/Year** | **Reason for Leaving** |
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| Identify and summarise your achievements in any role that relate to the position you are applying for. |  |

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| **3. OTHER TRAINING/PROFESSIONAL MEMBERSHIP**  List any courses/professional membership you have undertaken, including dates and duration, which did not lead to a qualification and which you feel are relevant to the advertised role. |
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| **Sections 4 to 7** require you to link your answers to the Job Description and **specifically to the Person Specification.** **It is important that you explain clearly and give examples of how you meet the numbered Essential points.** Indicate where you also meet any Desirable criteria, where appropriate. |

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| **4. EXPERIENCE**  Please look at the main tasks of the Job Description and the **Essential and Desirable** requirements in the Person Specification; give examples that demonstrate you have the experience to undertake this role. |
| 1. **Experience of working as a minister in a local pastorate** |
| 1. **Experience of leadership and working in close collaboration with other colleagues** |
| 1. **Experience of working with church or voluntary organisations on strategic plans** |
| **Desirables:** |
| **5. KNOWLEDGE**  Please look at the main tasks of the Job Descriptionand the **Essential and Desirable** requirements in the Person Specification; give examples of how your knowledge is relevant to this role. |
| 1. **Deep understanding of the role of the Church in its mission to the world** |
| 1. **Deep understanding of the distinctive traditions, ethos and witness of the United Reformed Church** |
| 1. **Awareness of the individuality of local churches and their needs** |
| **Desirables:** |

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| **6. SKILLS & ABILITIES**  **Please look at the main tasks of the Job Description and the Essential and Desirable requirements in the Person Specification; give examples of how you demonstrate you have the skills and abilities to perform this role.** |
| 1. **Ability to exercise appropriate personal leadership within a conciliar ecclesiology** |
| 1. **Ability to discern and deliver the kind of approach which will best promote open and constructive relationships at all levels** |
| 1. **Delegation and team building skills** |
| 1. **Facilitation skills** |
| 1. **Conflict resolution skills** |
| 1. **Skills in project and change management** |
| 1. **Skills in time management** |
| 1. **Ability to assess priorities and plan workload accordingly** |
| 1. **IT skills in e-mail and document handling** |
| **Desirables:** |

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| **8. Please add anything you consider to be relevant to support your application for this role.** |
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1. *Except as is legally permissible where it is determined that there is an occupational requirement that the post be filled by a Christian. If this is the case it will be clearly stated on all recruitment materials.* [↑](#footnote-ref-1)
2. *Categories are those recommended by the Office for National Statistics (ONS)* [↑](#footnote-ref-2)