Application to: **Grampian Regional Equality Council Ltd, facilitating as a member of No Recourse North East Partnership.**

Application for appointment as: **NRPF Development Worker (36.25 hours)**

Closing date: **Applications to be returned by 5pm on Friday 19th September 2025. Interviews will be held from the week beginning Monday 6th October 2025.**

Your form will be photocopied/scanned and then read by the panel. It is therefore important that it is legible. Please complete this form electronically, or if handwritten, in **black ink**.

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| **PART A: PERSONAL INFORMATION** |
| **This part of the application form will not be made available to the Selection Panel.** |
| **Last Name**:  **First Name(s)**:  (please underline the name you are known by) |
| **Home Address**:  **Post Code**:  **Telephone number(s)**: **Home**:  **Mobile**:  **Email**: |

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| **PART A: DECLARATION** |
| I declare that the information I have given in support of my application is, to the best of my knowledge and belief, true and complete. I understand that, if it is subsequently discovered that any statement is false or misleading, or that I have withheld relevant information, my application may be disqualified.  I understand that all documentation associated with an appointment will be held by Grampian REC for two years following the appointment being made for audit purposes and to investigate any complaint. I understand that if my application is successful, it will be held for the duration of my appointment.  In line with data protection legislation, I understand that the information given in the application and monitoring forms will be processed to provide management information for appointment and equal opportunities monitoring purposes. I understand that my personal details will not be made available publicly unless I am appointed.  Signature: Date:  **If your application is submitted by email please leave include an electronic version of your signature or type your name.** |

Closing date: **5pm, Friday 19th September 2025**

Completed applications can be returned electronically to: **info@grec.co.uk**

Alternatively return by post, marked “In Confidence” to:

**Personnel Committee**

**Grampian Regional Equality Council**

**680 King Street**

**Aberdeen**

**AB24 1SL**

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| **PART B: SELF ASSESSMENT - SUITABILITY** |
| **This part of the application form will be available to the Selection Panel.** |
| The following section asks you to give examples of where you have demonstrated the skills and knowledge and competencies/criteria required for this appointment. You can draw on both your working/personal life experiences. Please note that job titles etc. on their own will not be taken as evidence of meeting the criteria and the selection panel **will not** make assumptions based on titles alone. For each example you should state:   * In what capacity you acquired the skills and knowledge i.e. what did you do, how did you do it, why did you do it, and what was the result; * How recently you acquired them; and * How frequently you applied the skills or knowledge. |

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| **PROJECT DELIVERY**  Tell us about your experience of delivering a successful project.  What was the context? What skills did you have to make use of to achieve success? What was your role in delivering the project? Please refer to relevant parts of the Job Description.  (Your answer should not exceed 400 words in length.) | |
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| **TRAINING AND PRESENTATIONS**  Please tell us about your experience of delivering training and presentations or, more generally, upskilling and capacity-building with others. What do you think is the key to delivering effective training and presentations? Please refer to relevant parts of the Job Description.  (Your answer should not exceed 400 words in length.) | |
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| **PARTNERSHIP WORKING**  Please provide examples which demonstrate your knowledge, skills and/or experience of developing and maintaining relationships with organisations and people. How have you used these relationships to achieve goals and influence change? Please refer to relevant parts of the Job Description.  (Your answer should not exceed 400 words in length.) | |
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| **NRPF and COMMITMENT TO EQUALITIES/HUMAN RIGHTS**  (A)  Please use this space to tell us about your interest in, or knowledge of, No Recourse to Public Funds and/or related issues.  Please provide examples of your commitment to the equalities and human rights agenda, whether in a work or voluntary capacity. Please refer to relevant parts of the Job Description.  (Your answer should not exceed 400 words in length.) | |
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| **NRPF and COMMITMENT TO EQUALITIES/HUMAN RIGHTS**  (B)  Tell us about a time you’ve worked with a diverse group of people where differences of opinion have arisen. How did you manage these relationships and challenging conversations? What was the outcome? Please refer to relevant parts of the Job Description.  (Your answer should not exceed 400 words in length.) |
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| **NRPF and COMMITMENT TO EQUALITIES/HUMAN RIGHTS**  (C)  Describe your understanding of some of the challenges faced by individuals with No Recourse to Public Funds. What barriers might you anticipate in reaching those with NRPF in rural areas? Please refer to relevant parts of the Job Description.  (Your answer should not exceed 400 words in length.) |
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| **PART C: Experience, Knowledge and Skills** |
| **This part of the application form will be available to the Selection Panel.** |
| This section, which consists of two parts (questions one and two), provides you with the opportunity to highlight positions held, either from your working and/or personal life, or through your participation in the public, private and/or voluntary sectors, and also for you to show how you match the criteria, skills and experience as described in the person specification.   1. **Please provide details of relevant previous employment & qualifications:** |
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| 1. Before completing this part, **please study** the **Knowledge, Experience, Skills & Other sections** in the accompanying **Person Specification**.   **Please demonstrate, using your previous work and life experience, how you match the criteria given in the person specification (max 500 words).** |
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| **Conflict of Interest**  Are you aware of any possible conflict of interest which might arise either personally, in relation to your employment, or in relation to your connections with any individuals or organisations should you be appointed?  Conflicts of interest may not be a barrier to appointment as long as they are appropriately managed and/or resolved, and this will be explored at interview.  Yes No  If yes, please give brief details: |
| **Rehabilitation of Offenders Act**  Have you ever been convicted of a criminal offence? Yes  No  If yes, please provide details.  NOTE: This post is not exempted from the provisions of the Act and any spent convictions must be disclosed. An enhanced disclosure check may be required on appointment. No consideration will be taken of any convictions which are not relevant to the job for which you have applied. |
| **PART D: REFERENCES AND MONITORING FORM** |
| **This part of the application form will not be made available to the Selection Panel.** |
| Please give the names, addresses and contact numbers of two referees who know you well and can provide reliable, current information about the experience/skills/qualifications which make you suitable for the post which you are applying for. **In general, references will be taken up only for the preferred candidate, after interview.**   1. One of the two referees must be your present or last employer. 2. Except in the case of i. above, your referees must not include members of staff of Grampian Regional Equality Council. |
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| 1. Name:   Job Title:  Address:  Post Code:  Email:  Telephone No(s):  May we approach before interview? Yes No |
| 1. Name:   Job Title:  Address:  Post Code:  Email:  Telephone No(s):  May we approach before interview? Yes No |
| **Please Note: Appointments will only be made subject to references supplied being satisfactory to GREC.** |

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| **MONITORING FORM** |
| Please tick the appropriate boxes 1. Age 25 or under  26-35  36-45  46-55  56-65  Over 65  2. What is your gender?  3. What is your ethnic origin?    4. Do you consider yourself to have a disability?  Yes  No  5. If you are selected for interview, do you require any reasonable adjustments to be made?  YesNo  If yes, please specify: |