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To: Applicants for the post of  **Estates Officer**

**26/02/2024**

Dear Applicant

Thank you for your request for an application pack and further details of the above post.

Before completing the application form, you should read the enclosed guidelines. Please do not include your name on any part of the form, other than where you are specifically requested to do so.

The closing date for this post is **25/03/2024 at 10 am.** Applications received after the closing date and CVs sent in isolation will not normally be considered. Please send your completed application to [recruitment@middletemple.org.uk](mailto:recruitment@middletemple.org.uk) or via post to Human Resources Department, The Honourable Society of the Middle Temple, Ashley Building, Middle Temple Lane, London EC4Y 9BT.

Applications will not be acknowledged but, if you are invited to interview, you will be notified shortly after the closing date. Interviews for this post will take place on **11/04/2024.** We will not be able to provide feedback on applications from candidates who are not shortlisted.

The Middle Temple HR Team

[recruitment@middletemple.org.uk](mailto:recruitment@middletemple.org.uk)

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**JOB DESCRIPTION**

**Job Title:** Estates Officer

**Reporting to:** Director of Estates

**Location:** Estates Office, Carpmael Building, London, EC4Y 7AT

**Hours:** 37.5 hrs pw (Monday – Friday, 9 – 5.30)

**About Middle Temple**

Middle Temple is one of the four Inns of Court, which have the exclusive right to Call their members to the Bar of England & Wales, i.e., to admit those who have fulfilled the necessary qualifications to the degree of Barrister-at-Law, which entitles them, after a period of vocational training, to practise as Barristers. The Inn is a professional membership organisation as well as a property landlord with a substantial property portfolio in central London. The Inn holds numerous events and functions throughout the year for its members and others and is also available for private hire. The Inn is home to an extensive law library; we maintain, amongst others, specialist collections in both EU and US law. The Inn also holds an extensive collection of historic archives and artefacts, dating back centuries. Middle Temple is also jointly responsible with Inner Temple for the Temple Church, the former headquarters of the Knights Templar in England, and which was consecrated in 1185.

The Inn’s mission is to support the rule of law in the UK and overseas, especially Common Law jurisdictions, and carries this out by providing extensive education opportunities and support to its members across the world and offers scholarships to intending practitioners to the Bar.

**Job Summary**

Ensuring the Inn’s rental income is maximised and maintained with voids and aged debts kept to a minimum.

**Areas of Responsibility**

1. Landlord & Tenant matters
2. Lease or Tenancy Agreement Renewals - Arranging for the Inn’s consultant valuers to undertake market valuations prior to mid-term rent reviews and tenancy renewal dates of Professional Leases (normal 6-year term), Residential AST agreements (normal 4-year term) and a few Commercial/Retail leases of varying terms. Issuing legal notices, handling all associated paperwork and correspondence.
3. Lease Format and Production - Liaising with the Inn’s legal advisers and the Estates Committee nominated representatives to review the format of leases and tenancy agreements to ensure compliance with legislation.
4. Termination of Tenancies – Issuing the relevant Statutory Notices to Professional and Residential tenants to terminate tenancies at the expiry of the term. In all cases ensure advice is sought beforehand to enable renewal terms to be quoted, where applicable.
5. Tenant Vacating – (a) Request the Inn’s Building Surveyor (or external consultant) to undertake an inspection and prepare an interim schedule of dilapidations. Follow this through to ensure the required works are complete before the end of the notice period. (b) Request the Inn’s valuers to inspect the premises and advise on the rent to be quoted for re-letting. (c) Circulate Screening Documents to Members of the Inn by email for flats, or for offices, to Professional Barristers Chambers. Work with the Inn’s valuers regarding the re-letting of Barristers Chambers. (d) Ensure meter readings are taken on the last day of the tenancy and that the utility companies are notified who is responsible for on-going charges. (e) Notify the Local Authority of details of all tenancy changes.
6. Re-lettings - Submit all applications for tenancies to the nominated representatives of the Estates Committee. Take instructions on to whom the tenancy is to be offered. Issue the draft tenancy documents and deal with all matters arising. Upon completion of the reletting, notify the relevant members of the Inn’s staff of the change of tenant. The Inn does not operate a rent deposit scheme for residential lettings but may request a rent deposit relating to certain Professional Chambers or Commercial lettings.
7. Check and export to the Finance Dept all rent invoice data which are generated by the Estates Department Planon property management system.
8. Act to recover any outstanding rent or other charges due. This may be through agreed debt reduction schemes agreed with tenant or by instructing Solicitors.
9. Liaise with Local Authorities and others on all Business Rates or Council Tax matters. Get advice from the Inn’s advisors regarding any changes in assessments.
10. Financial matters
11. Annually prepare a forecast of the income due from all Estates Department related sources for the next 5 years taking into consideration rent reviews and tenancy renewals. Based upon this prepare a cash flow report for the following year only.
12. Annually calculate the cost to the Inn of providing (a) heat and hot water (b) cold water and (c) commercial waste disposal. Apportion the charges between tenants and notify them by 25th March each year of any variation in charges due as from 24th June.
13. Annually calculate any service charge costs to be recovered from tenants and notify them of any changes to interim payments, shortfalls or credits.
14. Annually obtain valuations of the Inns’ freehold properties including 3 houses located in Clapham. The Director of Corporate Services will advise if Red Book or Desktop valuations are required.
15. Annually calculate the rental loss to the Inn of ancillary space occupied by other Departments. Confirm details to the Finance Dept for “notional” rents to be re-charged.
16. Annually, for accounting purposes, calculate the rental loss suffered by the Inn due to premises being vacant.
17. Whenever requested by a Local Authority, confirm details of premises occupied by the Inn to enable Charitable Relief to be obtained on Business Rates payable.
18. Liaise with the Inn’s energy consultants to ensure the timely renewal of energy contracts for the supply of electricity and gas.
19. Car Parking
20. Letting of all parking spaces on an annual basis at rents approved by the Estates Committee. This will include:

* Collating information on comparable lettings by Inner Temple, Lincoln’s Inn, public parking and local contract parking companies.
* Updating the rules and regulations from time-to-time
* Handling all enquiries from tenants
* Issuing annual parking discs and collect the annual fees for these.
* Liaise with the Front of House Manager to ensure only authorised vehicles are permitted to park within the Inn.

1. Maintaining records
2. Maintain up-to-date computer records of all tenancies and rental charges on the abovementioned Planon property management system or any replacement thereof.
3. Maintain paper-based records of tenancy changes and associated correspondence including all leases, licences etc.
4. Maintain an archive system of old records and arrange the disposal of redundant records in accordance with agreed procedures including the destruction of confidential waste. Minutes of Committee meetings more than 6 years old must be passed to the Archive dept and not destroyed.
5. Committee work

## Act as Secretary to and attend meetings of the Estates Committee and any other Sub-Committee, Working Groups as may be set up from time to time relating to property matters. Attendance at Committee meetings will normally be outside your normal hours of work.

## Preparing reports for consideration by the above Committees and acting on decisions taken.

## Preparing draft Minutes of the above meetings and arranging circulation thereof once approved by the relevant Chair.

1. Other
2. All staff are responsible for their own health, safety & welfare, and that of others, through their actions or inactions. They are therefore required to be familiar with and adhere to our Health & Safety Policy (and all associated policies, systems & procedures), to develop and maintain their knowledge, skill & experience with regards to health & safety and, commensurate with the level of the post, to promote safe working practices.
3. To lead by example, model and promote the Inn’s values, including demonstrating a commitment to diversity and inclusion.
4. To undertake other such duties as the line manager or director may reasonably require.

**PERSON SPECIFICATION**

**Qualifications**

1. Minimum requirement is a Property based NVQ-3 or equivalent and a sound working knowledge of commercial and residential Landlord and Tenant legislation with extensive practical experience of property management.
2. Professional qualifications to RICS or equivalent standard would be an advantage.

## **Knowledge, Skills & Experience**

1. Experience of a similar working environment &/or understanding of the workings of the Middle Temple or other not-for-profit organization.
2. IT literate with experience of using databases, Microsoft Office (Word, Outlook, Excel) and other computerized systems. Prior working knowledge of Planon would be a significant benefit.
3. Highly effective in fulfilling all areas outlined in the Job Description.
4. Experience of managing own workload with minimal supervision; able to multi-task, effectively plan work, prioritise and meet deadlines.
5. Comprehensive knowledge of Landlord & Act 1954 and successive legislation relating to letting of Offices and Retail property. Likewise knowledge of all relevant Housing Acts is required in relation to the management of the Inns’ flats.
6. Highly customer-focused, remains calm under pressure and prior experience of working with high net worth individuals in relation to both office and residential tenancy matters is desirable.
7. Familiarity with generating Heads of Terms for leases and managing tenant turnover.
8. Significant confidence in own ability to manage the tenancies and the cashflow of the income stream.
9. Strong negotiation skills with the ability to take a flexible approach to achieve objectives.
10. Work effectively as part of a team with diverse skills to achieve established outcomes.
11. Knowledge of financial management and the ability to interpret financial reports.
12. Create and maintain accurate records to ensure compliance with key dates for issue of notices etc.
13. As above, take and distribute minutes of meetings within an established timeframe.

## **Personal Qualities**

1. Methodical and highly organized.
2. Calm under pressure, patient and measured.
3. Excellent communications and interpersonal skills with the ability to communicate effectively (verbally and in writing) at all levels.
4. Ability to work on own initiative within the parameters of the role e.g. identifying ways that services within area of work can be improved.
5. Ability to contribute positively to the work of the team and work supportively, co-operatively and collaboratively with colleagues.
6. Ability and willingness to learn new skills.
7. Ability to be flexible and attend work (e.g. meetings, events) outside the normal working week as may be required from time to time.

**GUIDANCE TO HELP YOU COMPLETE YOUR APPLICATION**

*Please read this guidance carefully before completing your application.*

**GENERAL**

* Please do not include your name on any part of the form, other than where you are specifically requested to do so (i.e. Section F and the Equal Opportunities Monitoring Form).
* Either type directly onto this form or print out and complete the form in black ink. This is because the application will be photocopied during our own administrative process.
* If you have a disability and need assistance completing the application form, please contact the HR Department.
* It is the Middle Temple’s policy not to accept CVs sent in isolation or to follow any links placed within an application.
* Applications received after the closing time/date will not normally be considered. We do not normally acknowledge receipt unless requested. The Middle Temple cannot be held responsible for applications that miss the deadline for reasons that are beyond its control.

**YOUR APPLICATION**

1. Use this section to provide details of your current role and previous roles. If you have no previous employment, write ‘none’.
2. Use this section to provide details of other experience that may be relevant to the post e.g. voluntary work, community work.
3. Use this section to provide details of education and or training you have acquired, and which would help you in the post, starting with the most recent first. You should also provide details of any relevant professional qualifications or memberships you may hold or learning you are currently undertaking. Please note that you may be required to provide evidence of qualifications you cite in support of your application.
4. Candidates are advised to read the Job/Role Description and Person Specification because this Section will be considered against the Person Specification as part of the shortlisting process. Selection for interview is based solely on the information that you provide in your application form, and because Section D requires you to clearly set out and evidence how your knowledge, skills and experience make you suitable for the post, it is extremely important in deciding whether you will be invited to interview. To translate your knowledge, skills and experience into written evidence to support your application, you should address each part of the Person Specification:

* In order
* Using the criteria in the Person Specification as headings
* Writing clear supporting statements that clearly demonstrate how far you meet each one (e.g. by using examples) and
* Not using more than 3 sides of A4, Arial font size 10.

The examples you choose can be from previous jobs, volunteering, training etc. The most important thing is that they show the shortlisting panel how far you meet each role requirement either directly or by something similar (e.g. transferable skills). It will not be sufficient to simply tell the panel e.g. ‘I have experience of…’, ‘I am committed to…’ or ‘I am able to…’ etc.

Only the information provided in this written application will be considered during the shortlisting process, except where a disability is indicated.

1. If you are conditionally offered a position with the Middle Temple, we will approach your referees as part of the pre-starter checks. Please use this section to provide the names and contact details for your two referees. The first should be your current or most recent employer and the second should be the employer immediately prior to that. If you have not worked you may wish to give the names of teachers, lecturers or other professionals who are able to comment. Your referees should be able to verify and substantiate the evidence provided in your application. The Middle Temple does not accept references from friends or relatives. We will only contact referees once a conditional offer has been accepted. All positions are offered on the condition that the Middle Temple receives references that are satisfactory to the organisation.
2. Candidates are identified by number only. Section F and the Equal Opportunities Monitoring Form are detached before the application is considered during the shortlisting process. Personal information is maintained for administrative and statistical purposes. If completing electronically and there is a , double-click & select, ‘Checked’ ()to indicate your response.

* To comply with the law under Section 8 of the Asylum and Immigration Act 1996, the Middle Temple requires evidence of your eligibility to work in the UK. If you are selected for interview, you will be required to provide evidence (e.g. your passport, birth certificate, work permit etc.). The Middle Temple will make a copy of the original documents and retain in line with Section G, Data Protection.
* You are required to give details of ‘unspent’ convictions and pending convictions. A ‘spent’ conviction is when you have been convicted of an offence but not convicted again within a specified time. A conviction becomes spent after a certain length of time, which varies according to the sentence and your age at the time of the conviction. The Middle Temple will not discriminate against ex-offenders. If you have previous convictions this will not automatically prevent you from getting a position with us. We consider how previous convictions could affect the role you are applying for.

Some types of work are exempt from the ROA and applicants are required to disclose all of their convictions, spent and unspent. The employer must state on the application form that the role applied for has exempted status under the Exemptions Order 1975. Below you will find some guidance that will assist you in deciding whether your conviction(s) are spent or unspent (current). This guidance is not exhaustive. If you are unsure whether a sentence etc. is spent or unspent you should contact your local probation officer, the Citizens Advice Bureau or your Solicitor.

**England & Wales** - Rehabilitation Periods:

|  |  |  |
| --- | --- | --- |
| **Sentence** | **End of rehabilitation period for adult offenders** | **End of Rehabilitation Period for offenders under 18 at the date of conviction. Months from completion of the sentence** |
| Custodial sentence of 30+ months, but > 48 months | 7 years from completion of sentence | 42 months from completion of sentence |
| Custodial sentence 6+ months, but > 30 months | 48 months from completion of sentence | 24 months from completion of sentence |
| Custodial sentence of 6 months or less | 24 months from completion of sentence | 18 months from completion of sentence |
| Removal from Her Majesty's service | 12 months from date of conviction | 6 months from date of conviction |
| A sentence of service detention | 12 months from completion of sentence | 6 months from completion of sentence |
| A fine | 12 months from date of conviction | 6 months from date of conviction |
| A compensation order | The date on which the payment is made in full | The date on which the payment is made in full |

Sentences of more than 48 months can never become spent and have to be declared.

**Scotland** - Examples of sentences and corresponding Rehabilitation Periods:

|  |  |  |
| --- | --- | --- |
| **Sentence** | **Rehabilitation Period** | |
| People aged 18+ at time of sentence | People aged >18 at time of sentence |
| Prison sentence of 6 months or less | 7 years | 3 ½ years |
| Prison sentence of more than 6 months up to 2 ½ years | 10 years | 5 years |
| Probation | 5 years | 2 ½ years |
| Fine, Community Service, Supervised Attendance Order | 5 years | 2 ½ years |
| Absolute Discharge, Admonishment | 6 months | 6 months |

Sentences of more than 2 ½ years can never become spent and must be declared. If you have been sentenced in front of a jury for an offence which has been committed during a previous rehabilitation period, you may find that the second conviction makes the first rehabilitation period longer.

If you have a disability as defined by the Equality Act 2010 and you demonstrate to the shortlisting panel that you meet all the essential requirements of the person specification, you will be invited for an interview.

Applicants for vacancies that show a flexible working preference such as job share shall receive no less favourable selection consideration.

1. If you are successful, the application form and supporting documents etc. will be retained on file, securely and confidentially. If you are unsuccessful, the application form and supporting documents will be stored securely and confidentially for 12 months after which time, they will be destroyed.

If you give false or misleading information on your application form, it will be rejected. If you gain a position with the Middle Temple by making such statements, you will be liable to action which could result in your dismissal.

**EQUAL OPPORTUNITIES MONITORING FORM**

The Middle Temple is committed to equality at work. Our aim is to ensure equality for all existing and prospective staff members and to not discriminate either directly or indirectly because of race, sex, sexual orientation, gender reassignment, religion or belief, marital or civil partnership status, age, disability, or pregnancy and maternity.

To assess the success of this policy is, we monitor all prospective and existing staff members on the protected characteristics mentioned above. We would therefore be grateful if you would complete the questions on this form. The Middle Temple manage this information in line with Section G, Data Protection.

**POTENTIAL CONFLICTS OF INTEREST**

A conflict of interest may arise where a staff member may be seen to derive personal benefit from the actions or decisions made in their official capacity or where the concerns or aims of the staff member appear incompatible with those of the Middle Temple. You are asked to declare any potential conflict of interest so that these can be managed effectively and do not compromise the Middle Temple’s position.

**SUMMARY OF TERMS & CONDITIONS**

* 24 days annual leave (29 days for Executive Management positions) plus bank holidays pro rata for part-time people and those starting during the holiday year (01 Jan – 31 Dec).
* Christmas Closure (typically from 21st December – 4th January).
* Training & developmental support (including access to 700+ eLearning modules).
* Life Assurance (automatic enrollment to death in service benefit).
* A unique, historic work environment, Employee Assistance Programme (online resources and access to confidential counselling services) & Eye care vouchers for VDU users – available from start date.
* Season Ticket Loan, Private Medical cover (Vitality Health) – available post probation

*The benefits etc listed maybe subject to change.*

**COMPLETED FORMS**

Please send your completed application to [**recruitment@middletemple.org.uk**](mailto:recruitment@middletemple.org.uk) or via post to **Human Resources Department, The Honourable Society of the Middle Temple, Ashley Building, Middle Temple Lane, London EC4Y 9BT**.We very much look forward to receiving your completed application in due course.

|  |  |  |
| --- | --- | --- |
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**APPLICATION FORM**

Please either type directly onto this form using *Microsoft Word* or print out and complete the form in black ink. It is essential that you read the guidance notes provided before you complete your application.

|  |  |
| --- | --- |
| **Position applied for:** |  |

**A EMPLOYMENT HISTORY**

|  |  |  |  |
| --- | --- | --- | --- |
| **Job title:** | | **Employer:** | |
|  | |  | |
| **Date from:** | | **Date to (if applicable):** | |
|  | |  | |
| **Salary (£) & benefits:** | | | |
|  | | | |
| **Brief description of duties, responsibilities & reason for leaving:** | | | |
|  | | | |
| **Previous posts held (starting with the most recent):** | | | |
| **Job title:** | **Employer:** | **Dates (from/to):** | **Brief description of duties and responsibilities:** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

**B OTHER EXPERIENCE**

|  |  |
| --- | --- |
| **Please provide details of other experiences that are relevant to this post e.g., voluntary, community activities.** | |
| **Dates (from-to):** | **Activity** |
|  |  |
|  |  |
|  |  |

**C EDUCATION/TRAINING**

|  |  |  |
| --- | --- | --- |
| **Further/higher education:** | **Dates from/to:** | **Qualifications/grade:** |
|  |  |  |
| **Secondary education:** | **Dates from/to:** | **Qualifications (date & grade):** |
|  |  |  |
| **Other relevant training, professional qualifications or work-related skills** | | |
|  | | |
| **Are you undertaking any course of study at present? (if so, please give details)** | | |
|  | | |
| **Do you have membership of any professional bodies? (if so, please give details)** | | |
|  | | |
| It is Middle Temple’s policy to verify the qualifications of all successful applicants and you may be asked at a later stage in the recruitment process for your consent to checks being carried out. | | |

**D RELEVANT KNOWLEDGE, SKILLS & EXPERIENCE**

|  |
| --- |
| **Candidates are advised to read the Job/Role Description & Person Specification. Selection for interview is based solely on the information you provide in this application and because this section requires you to clearly set out how your knowledge, skills & experience make you suitable for the post, it is extremely important in deciding whether you will be invited to interview. You should address each part of the Person Specification *in order*, *using the numbered criteria in the Person Specification and clearly demonstrate how far you meet each one*. To do this, you should give examples where possible from previous jobs, volunteering, training etc that show the panel how far you meet each criterion. It will not be sufficient for example, to simply say, ‘I have experience of…’, ‘I am committed to…’ or ‘I am able to…’ etc.**  **This section must be *no more than three sides of A4* and in a font no smaller than 10 point.** |
|  |

**E REFEREES**

Applicants should provide, in the space below, the names and addresses of two referees. The first should be your current or most recent employer and the second should be the employer prior to that. If you have not worked you may wish to give the names of teachers, lecturers or other professionals who are able to comment. The Middle Temple does not accept references from friends or relatives. Please do not leave any part of this section incomplete.

|  |  |
| --- | --- |
| **1. Name & job title:** | **2. Name & job title:** |
|  |  |
| **Address (inc. postcode):** | **Address: (inc. postcode)** |
|  |  |
| **Telephone number:** | **Telephone number:** |
|  |  |
| **Email:** | **Email**: |
|  |  |
| **Relationship to referee:** | **Relationship to referee:** |
|  |  |

Please note that references are only taken up for successful candidates after interview.

|  |  |  |
| --- | --- | --- |
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**F PERSONAL DETAILS**

This section, and the Equal Opportunities Monitoring Form that follows, will be detached and not used in the shortlisting/selection process with one exception as outlined in *Disabilities* below.

|  |  |
| --- | --- |
| **Surname:** |  |
| **Forenames:** |  |
| **Current address:** |  |
| **Email address:** |  |
| **Day time telephone number:** |  |
| **Evening telephone number:** |  |
| **Mobile telephone number:** |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Other Details** | | | |
| What is the notice period required in your present post? |  | | |
| Do you have the right to work in the UK? | | Yes | No |
| If you have a work permit, what is the date of expiry? |  | | |
| What is your National Insurance number? |  | | |
| Where did you see the advertisement for the post? |  | | |
| **Rehabilitation of Offenders Act 1974 -** Do you have any convictions or cautions that you consider are NOT SPENT or actions pending? | | Yes | No |
| If YES, please give details. |  | | |

|  |  |  |
| --- | --- | --- |
| **The Equality Act 2010 -** defines a disability as a ‘physical or mental impairment which has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities’. The Middle Temple has a commitment to shortlist for interview all applicants who indicate in their application that they have a disability and who demonstrate that they meet all of the criteria in the person specification. | | |
| Do you have a disability? | Yes | No |

**G DATA PROTECTION & DECLARATION**

Information from this application may be processed for purposes registered by the Employer under the General Data Protection Regulations (GDPR) 2018. Individuals have on written request [& on payment of a fee] the right of access to personal data held about them. Any false, incomplete or misleading statements may lead to dismissal.

I declare that the information given in this application is to the best of my knowledge complete and correct and consent to the Middle Temple processing the data supplied for the purpose of recruitment and selection.

|  |  |
| --- | --- |
| **Signature:** | **Date:** |
|  |  |

Please send your completed application and Equal Opportunities Monitoring Form (by the closing date) to [**recruitment@middletemple.org.uk**](mailto:recruitment@middletemple.org.uk) or via post to Human Resources Department, The Honourable Society of the Middle Temple, Ashley Building, Middle Temple Lane, London EC4Y 9BT.

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**EQUAL OPPORTUNITIES MONITORING FORM**

The Middle Temple is committed to equality in the workplace. Our aim is to ensure equality for all existing and prospective staff members and will not discriminate either directly or indirectly because of race, sex, sexual orientation, gender reassignment, religion or belief, marital or civil partnership status, age, disability, or pregnancy and maternity. The information you provide will be used for statistical and monitoring purposes only. It will be treated in confidence and is subject to the provisions under the current Equality Legislation and GDPR. If completing electronically double-click  & select, ‘Checked’ to indicate your response.

|  |  |
| --- | --- |
| **LAST NAME:** |  |
| **FIRST NAME:** |  |
| **DATE OF BIRTH:** |  |
| **POST APPLIED FOR:** |  |

1. **Gender - Which of the following best describes your gender?**

|  |  |  |  |
| --- | --- | --- | --- |
| Male | Female | Prefer not to say | Prefer to self-describe |
| Option to self-describe: |  | | |

1. **Sexual Orientation - Which of the following best describes your sexual orientation?**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Bi | Gay / Lesbian | Heterosexual / Straight | Prefer not to say | Prefer to self-describe |
| Option to self-describe: | |  | | |

1. **Gender Identity – Do you identify as trans?**

|  |  |  |  |
| --- | --- | --- | --- |
| Yes | No | Prefer not to say | Prefer to own term |
| Option to self-describe: |  | | |

|  |  |
| --- | --- |
| 1. **Ethnicity – what is your ethinc group?** | 1. **Religion & belief – what is your religion?** |
| Arab  Asian or Asian British: Indian  Asian or Asian British: Pakistani  Asian or Asian British: Bangladeshi  Asian or Asian British: Chinese  Asian or Asian British: Other  Black or Black British: African  Black or Black British: Caribbean  Black or Black British: Other  Mixed: White & Black Caribbean  Mixed: White & Black African  Mixed: White & Asian  Mixed: Other  White: British  White: Irish  White: Other  Other ethnic group or you prefer an alternative definition, please specify:  Prefer not to say | Buddhist  Christian  Hindu  Jewish  Muslim  Non-religious (atheist, Humanist etc)  Sikh  Other  Prefer not to say  Prefer to self-describe, please specify:  Prefer not to say |

1. **Disability – Do you consider yourself to have a disability?**

|  |  |  |  |
| --- | --- | --- | --- |
| The Equality Act 2010defines a disability as a ‘physical or mental impairment which has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities’. The Middle Temple has a commitment to shortlist for interview all applicants who indicate that they have a disability and who demonstrate that they meet all of the criteria in the person specification. | | | |
| Do you have a disability? | | Yes | No |
| If YES, please give brief details of the effects of your disability on your day-to-day activities, and any other information that may help us to accommodate your needs and meet our obligations under the Equalities Act 2010: |  | | |

1. **Dependents – Are you a Carer?**

|  |  |  |  |
| --- | --- | --- | --- |
| Carers are people with caring responsibilities that have a substantial impact on their working lives. They provide care for or support disabled, elderly or sick partners, relatives or friends who are unable to care for themselves. | | | |
| Are you a carer? | Yes | No | Prefer not to say |

|  |  |  |  |
| --- | --- | --- | --- |
| Do you have responsibility for other dependants? (e.g. children) | Yes | No | Prefer not to say |

1. **Age**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 16-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65+ | Prefer not to say |

**DATA PROTECTION & DECLARATION**

Information from this application may be processed for purposes registered by the Employer under the General Data Protection Regulations 2018. Individuals have on written request (& on payment of a fee) the right of access to personal data held about them. Any false, incomplete or misleading statements may lead to dismissal. **I consent to the Middle Templet processing the data supplied in this application form for the purpose of recruitment and selection.**

|  |  |
| --- | --- |
| **SIGNATURE:** |  |
| **DATE:** |  |

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**ABOUT US**

Throughout our history, the Inn has been a place without barriers, where anyone can pursue a career in law, where benchers assist new students with teaching, mentoring and coaching and where students can have a voice and be heard.

We like to think of all staff members, as part of our family, a good place to work where everyone can feel valued and supported and these values are reflected in our Values (Middle Temple Mantras) and in our Vision & Mission below.

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| **Vision**  Middle Temple, as one of the four Inns of Court, exists to promote and support the rule of law throughout the Common Law World, and the fair and effective administration of justice which the rule of law requires. The rule of law is an essential cornerstone of a modern democratic society, and a strong, independent and ethical Bar is an essential component of it. |

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| MissionMiddle Temple supports the Bar by supporting its members throughout their professional careers. It does this by promoting excellence in advocacy and the highest standards of professional ethic through the education and training it provides, and the collegiate ethos it instils in its members. |

#### The activities that take place to help the Inn achieve its vision and mission can be thought of both inwards and outwards. The Vision statement is looking outwards beyond the Inn, on the importance of the rule of law, and on the importance of a strong legal profession to underpin this. Whilst the Mission statement is looking inwards with a focus on the Inn, its members and staff and the role they play in supporting the overall purpose of the Inn.

#### All staff members have a part to play in helping achieve our vision and mission through activities which either directly deliver support to the members or activities which do not directly involve the members but enable the Inn to provide services and support and preserve the heritage and legacy of the Inn.

Core activities include Educational, Training, Professional & Advisory, Information & Research and Social Support.  All these activities involve direct interaction with the Inn’s members and help the Inn achieve its mission of supporting our members throughout their professional careers.

Enabling activities provide the financial and operational resources and support to make sure the Inn can carry out its core activities in support of the membership.  These are activities such as Estates, Corporate Services, Information Technology, People/HR, Commercial and Development and Fundraising. Further detailed information about us and our work is available at [www.middletemple.org.uk](https://www.middletemple.org.uk)

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| **Values** M**iddle**T**emple**M**antras** | | |
| **Respect**  for others  Middle Temple | **Collaboration**  & Teamwork | **Accountability**  for actions, responsibilities & quality of work​​​​​​​ |
| **Champion the Mission** Prioritise work that advances the Middle Temple Strategic Plan and positively impacts the workforce.  Actively participate in Middle Temple activities. | **Selflessness & Collaboration** You seek what is best for Middle Temple rather than for yourself or your team.  You are open-minded in search of best ideas. You make time to help colleagues. | **Accountability** Be responsible for the duties covered by your role, be present in the workplace and work to fulfil or further the goals of your team and Middle Temple. Take responsibility for your personal actions and mistakes. |
| **Respect company**  **policy & rules** Be proactive to ensure you are aware of Middle Temple policies and rules and adhere to these every day. | **Be Open & Honest** In our communication we share information, insight & advice frequently and constructively.  Be honest, open, ethical & fair. | **Delivering quality** Take pride in your work and always strive to deliver the best quality.  Pay attention to detail and take care over the work you deliver*.* |
|  | **Show Respect to Others** We respect people for who they are and for their knowledge, skills & experience as individuals and team members. | **Be Positive** Be curious, ask for help, and demonstrate an ability to grow. Own and learn from mistakes. Bring positivity to work. |
|  | **We Are One Team** Our colleagues make the difference.  Its when we share our skills, knowledge & experience we become one team.  Diversity makes us strong. | **Lead By Example** At all levels we act in a way that demonstrates what we expect of each other. |