

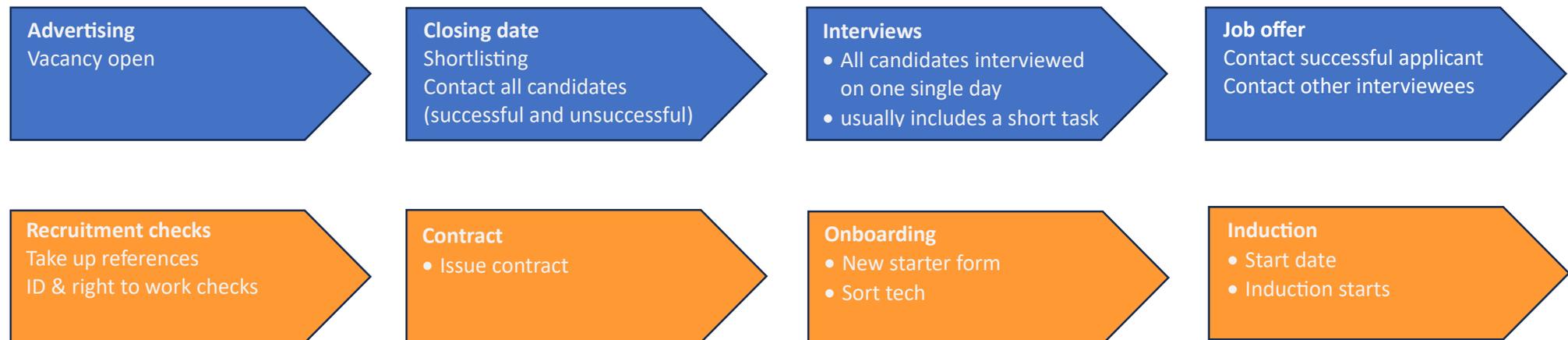
We reserve the right to amend our processes to fit an individual appointment. Generally our processes are simple and we think transparency helps. Please contact us if you have any questions. Karen.goddard@isaschools.org.uk

We review applications initially on an anonymous basis, to reduce possible unconscious bias. Please use the templates provided for this process.

We publish clear closing dates, interview dates and start dates in the advert. We aim to act promptly at these key points.

We acknowledge all applications received promptly: if you have not received an acknowledgement within 48 hours, please check with us.

We always contact all unsuccessful candidates at the appropriate stage in the process for them



Please also see our [Why work for us](#) website page, including further information for applicants.

ISA is an equal opportunity employer. ISA is an inclusive and nurturing organisation where employees feel empowered to share their experiences and ideas in a culture where difference is valued. We are committed to providing equality of opportunity and fostering opportunities to improve our understanding and practice. We welcome the positive impact that diverse and inclusive teams have at all levels of the Association, celebrating their differing approaches and points of view.

[More on Inclusion, Diversity and Equity at ISA](#)

Data relating to applications is stored securely for six months after the closing date of the advert. You can view our [Privacy Policy on our website](#).