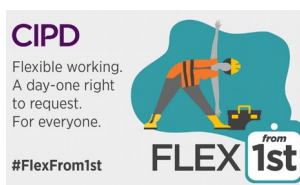


UNLOCKING POTENTIAL  
TRANSFORMING LIVES



# APPLICANT INFORMATION & GUIDANCE PACK



## About the SPS

The Scottish Prison Service (SPS) is an Agency of the Scottish Government, working in partnership with organisations in the public, private and voluntary sectors to deliver safe and secure custodial services that empower offenders to take responsibility and to fulfil their potential. We employ over 4000 people in a diverse range of professions across our 13 prisons, College, Headquarters and Central Stores.

We need professional, capable and motivated individuals who reflect Scotland's diversity to deliver effective and efficient activities and services to achieve our [Mission](#) and realise our [Vision](#). To do this, we need individuals who understand and share our [Values](#) as they are at the heart of every decision we make.

Whatever SPS career you embark upon, you will be a valued member of the team, helping us build a Safer Scotland for the communities we serve. We are committed to your personal and professional development and offer a wide range of career progression opportunities.

For further information, please visit our website: [www.sps.gov.uk](http://www.sps.gov.uk).

## Our Equality, Diversity & Inclusion Commitment

SPS is committed to ensuring that everyone in SPS, and those who come into contact with the organisation, including prospective candidates and job applicants, are treated fairly, with dignity and respect for human rights. SPS is committed to advancing equality of opportunity in recruitment and selection, regardless of age, disability, race, religion or belief, marital or civil partnership status, pregnancy or maternity, gender reassignment, gender, sexual orientation or any other personal characteristic or status. In supporting this commitment, SPS operates name blind recruitment, where possible, throughout the recruitment process.

SPS recognises the benefits of employing individuals from a range of backgrounds, as this provides the widest pool of talent and creates a workforce where creativity and valuing the difference in others thrives. SPS values the wealth of experience within the communities in which it serves and encourages applications from candidates from a diverse range of backgrounds to meet SPS' aspiration of having a workforce which is reflective of the diversity of Scottish society. Where appropriate, SPS will use positive action in recruitment and selection to ensure the organisation meets its aspirations of a workforce which reflects the communities it serves.

SPS is committed to making reasonable adjustments for individuals with a disability at all stages in the recruitment process. The suitability of an individual with a disability for a post will be considered, taking into account any reasonable adjustments they would require in the post.

Below is the current Equality and Diversity networks staff can join:



### Name Blind Recruitment

To ensure we support our commitment, our selection approach before the interview stage is managed anonymously, commonly referred to as 'name blind' recruitment. This means that your personal details will be removed from your application during the assessment process.

### Disability Confident Scheme & Reasonable Adjustments

The SPS is a member of the disability confident scheme and under the terms of the scheme, all candidates who consider themselves to be disabled in terms of the Equality Act 2010<sup>1</sup>, and who meet the essential minimum criteria for the post, will be progressed to the next stage of the assessment process.

We will also ensure that we consider and implement any reasonable adjustments you may require to participate in the selection process or during the course of your employment, should you be successful in securing a post. Please ensure that you notify us of any reasonable adjustments requests at the earliest possible opportunity to allow us to make the necessary arrangements.

### Diversity Monitoring

The application process includes a diversity monitoring section and the information you provide here will be treated in strictest confidence and will be retained by HR for monitoring purposes. It will be kept separately from your application form and will not be made available to those involved in the selection decision.

## Eligibility for Employment

As a Civil Service organisation, the SPS must ensure that we are employing people entitled to work in the UK and that our employees have the honesty, integrity and values needed for government-related work.

Eligibility for employment by the SPS will be checked at the initial stages of the recruitment process and verified prior to any formal offer of employment being made. In considering your eligibility to become a Civil Servant, nationality and criminal convictions rules apply.

### Nationality Rules

The Civil Service Nationality Rules govern eligibility for employment in the Civil Service on the grounds of nationality and must therefore be followed by the SPS in our recruitment and appointment procedures.

In accordance with [Civil Service Nationality Rules](#), from the 1st January 2021, the following groups will be able to work in the non-reserved posts within the Civil Service:

- UK nationals
- Nationals of [Commonwealth](#) countries

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<sup>1</sup> The Equality Act 2010 states that a person has a disability if they have a physical or mental impairment and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. A 'substantial disadvantage' is a disadvantage which is more than minor or trivial. 'Long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months (there are special rules covering recurring conditions). Further guidance in relation to the meaning of disability is accessible on the Equality and Human Rights Commission website.

- Nationals of the Republic of Ireland
- European Economic Area (EEA) nationals with (or eligible for) status under the European Union Settlement Scheme
- Relevant EEA or Turkish nationals working in the Civil Service
- Relevant EEA or Turkish nationals who have built up the right to work in the Civil Service
- Certain family members of the relevant EU & Turkish nationals

There are certain very limited exceptions to the general prohibition on the employment of nationals from other countries. You can access the full Civil Service Nationality Rules [here](#).

## Criminal Convictions Rules

Under the Rehabilitation of Offenders Act 1974 (Exclusions and Exceptions) (Scotland) Order 2003 (as amended), the SPS is listed as an exempted employment. The SPS is therefore entitled to request details of prospective candidates' relevant spent convictions (i.e. convictions that are not protected) during the recruitment and/or vetting process.

Successful candidates will be subject to an Enhanced Disclosure or Protecting Vulnerable Groups (PVG) check prior to an offer of employment being confirmed. Having a criminal record will not necessarily be a barrier to employment with the SPS and decisions will be made on a case-by-case basis taking all the available information into account.

## Benefits & Support

SPS employees have access to a range of benefits and support, some of which are included below. Further information can be found on the SPS website.

### Pension

SPS employees have access to a Civil Service Pension Scheme. For further information on the Civil Service pension, please visit the [Civil Service pension's website](#).

If you already have a Civil Service pension, employment with SPS may alter your pension; a process known as 'abatement'. However, SPS will carry out checks in advance of any offer of employment to make sure you are informed if these rules affect you. Our Pay, Pensions and Relocation Team can also provide specific guidance, if required.

### Learning and Development

We are committed to nurturing and investing in our greatest strength and resource: our people.

Within SPS we support and encourage lifelong learning and we are invested in ensuring our staff continue to learn and develop, both personally and professionally at every stage of their career. Depending on your role and career plans, we will help you reach your full potential. We will invest in your development and create an environment that allows you to learn and apply new skills which can include development into management roles.

The Scottish Prison Service College (SPSC) provides in house learning and development for all SPS employees. SPSC delivers both formal and informal learning in classroom and digital based settings with a focus on job specific training. SPSC are a recognised credit rating body in Scotland and whilst employed by SPS you will undertake learning programs on the Scottish Credit and Qualifications Framework (SCQF). SPS employees can also access funding for sponsored development through the SPS Learning and Development Committee (LDC), operated by the SPSC.

If you have undertaken formal learning previously in your career you can apply to SPSC to recognise this against SPS learning programs

Our team at SPSC will provide you with specific guidance on your learning and development journey where required.

### Annual Leave

The SPS has a generous annual leave allowance. The annual leave year runs from 1 February to 31 January.

Service	Entitlement
Years 1 to 5 inclusive	34 days
Year 6 onwards	42 days

Your annual leave entitlement includes 12 days public & privilege days, including St. Andrews day. Annual leave is calculated on a pro-rata basis for part time staff.

### Hybrid Working

We recognise the importance of flexibility and personal choice when it comes to decisions on how, where and when work can be achieved. As such, our journey to hybrid working has already started with an initial focus on roles across Headquarters, SPS College and SPS Fauldhouse.

Hybrid working combines office-based working with home working, enabling in-person collaboration, teambuilding, as well as the opportunity for focused work at home. We won't specify how many days must be worked in the office but rather decisions will be reached by you and your manager, based on an understanding of business needs, expectations and a degree of personal choice. Where there is an absolute requirement for roles, or duties within a role, to be performed in a specific workplace, or a location, there may be very limited opportunity to engage with hybrid working.

### Family Friendly Policies

We understand the importance of a good work-life balance and we recognise that your personal circumstances may change over time. We offer a range of options to help you achieve the right work-life balance, such as flexible working, part-time working, and career breaks.

### Maternity, Paternity and Adoption

We are committed to supporting you throughout any period of pregnancy or adoption, and in your responsibilities as a parent, offering generous support and maternity and paternity leave arrangements (above the statutory minimum), while continuing to recognise the positive contribution that you make.

### Special Leave

Special leave allows staff members to apply for time off in addition to annual leave in certain circumstances. Special leave can be granted with or without pay.

### Employee Discount Scheme

We offer a range of value benefits to employees, discounts, offers and great savings on leisure, shopping, health and much more.

### Car Parking Facilities

All SPS places of work have free staff car parking and cycling facilities.

### Sick Leave Provision

We provide paid leave during absence. Sick leave on full pay may be granted for up to 6 months of any 12 month period and thereafter sick leave on half pay, subject to a maximum of 12 months' sick leave in any 4 year period.

### Eye Care Plan

We provide free eyesight tests for staff and where prescription spectacles are needed for particular work tasks, you can choose from a range of styles without charge.

### Employee Wellbeing Programme (EWP)

Balancing the demands of work and your personal life is not always easy. Our Employee Assistance Programme is a free confidential 24-hour service providing specialist support and information for you and your immediate family on life management, health information and personal support for the times when you need it most.

### Lifestyle Screening

To promote and encourage healthy lifestyles our occupational health providers deliver health screening for staff once every three years.

### Gym

Many of our sites offer staff gymnasiums which are free of charge to members of staff.

### Cycle to Work

SPS operates a cycle to work scheme. This allows staff members to make tax and NI savings through salary sacrifice.

## Competencies for Success Framework

The [Competencies for Success Framework](#) (CSF) outlines the behavioural competencies that are essential to support effective performance in all roles in SPS.

The Framework forms the basis of our people management processes and provides a common language for how we go about our daily work; it does not describe what we do in each of our roles, but how we do it. It helps us assess, manage and improve performance aligned to our personal goals and organisational objectives.

The Framework is underpinned by the SPS core values, recognising the integral connection between our personal values and our behaviours. Fundamentally, our values influence the decisions we make and the actions we take and therefore impact how we behave. It is recognised that a strong alignment between personal values and organisational values will support SPS achieve its Vision which is why they are so important to us in defining and describing how we will perform our roles.

The Framework outlines eight core behavioural competencies, which apply consistently to all roles, regardless of the nature, context or level. This ensures there is one transparent set of standards, which we will all work to, regardless of the job we do. This helps us understand what is expected of us, as well as what we can expect from each other. In addition to defining each of the eight behavioural competencies, the Framework describes what each

competency looks like in practice, and includes development questions to support self-reflection and development activities.

The person specification for the role you are applying for will outline a maximum of 4 behaviours from the CSF that you will be assessed against during the recruitment and selection process. It is important to remember that all of the behaviours outlined in the CSF are relevant to all roles within the SPS, however for the purpose of recruitment and selection a maximum of 4 will be assessed.

## Application Process

In order to apply for a vacancy with the SPS, you are required to setup an online recruitment account via the careers section of our website. SPS uses an online application system for all vacancies to gather important information from you to assess your suitability for the role applied for and to communicate with you throughout the recruitment process.

The standard application form includes the following sections:

- My Personal Details – including your name and contact details. This allows for the administration of the recruitment process and to keep you informed as your application progresses through the various stages.
- My Qualifications – details your qualifications and any training that are relevant to the role you have applied for.
- My Work Experience – details of your employment history with associated tasks.
- My Knowledge, Skills & Experience – details of your knowledge, skills and experience and how you match the person specification.
- Behaviours – a maximum of 4 behaviours from the CSF will be assessed during the recruitment and selection process. Information on when the behavioural competencies will be assessed will be provided within the Applicant Pack that accompanies the advert.

In some instances, you may be asked to provide your CV in support of your application; where this is necessary, it will be clearly indicated within the application process.

## Guidance on Completing a CV Application

### General Guidance

- When applying for jobs you may be asked to enter information from your CV on to the online system. As our application review is name blind, please ensure your name, email address or telephone number are not within your CV.
- The easiest way to do this is to copy and paste the relevant parts of your CV into your application.
- Your CV is a document that allows you to summarise your education, work history, skills and experience which relate to the competencies required for the job.
- Before inserting your CV, familiarise yourself with the job description, person specification and consider whether you meet the essential job requirements.
- We recommend your CV is no longer than 3 x A4 pages long.
- Proof read your CV application – check your spelling and grammar.
- Check the application closing date and time and make sure you submit your application in advance.

### My Qualifications

- Ensure that your CV includes any qualifications and training that are listed as essential requirements otherwise your application may not be progressed.
- Where a job states a specific qualification or 'relevant/significant experience', ensure that any relevant experience is listed within your CV.

### My Skills and Experience

- When telling us about your employment history, avoid just listing where you worked and for how long. Instead, tell us what you did there and what impact you made.
- Experience can include paid work, voluntary work, and/or experience from hobbies and clubs.
- When summarising your experience it is worth reviewing the criteria deemed as essential within the job description, person specification.
- Your skills and experience will be scored against the essential criteria in the job advert, so make sure your information is relevant to the job.

### Supporting Statement

- In some instances, you may be asked to provide a 200-word supporting statement with your CV, outlining your reasons for applying for the role.
- This supporting statement introduces you to the selection panel.
- Your supporting statement should introduce yourself, highlight the skills and experience you have that match the job requirements, and summarise why you are enthusiastic about working within the Team.

## Guidance on Completing the Application Form

### General Guidance

- Before starting the application form, familiarise yourself with the job description, person specification and consider whether you match the essential job requirements.
- Review the [CSF](#) and familiarise yourself with the behaviours and in particular, the behaviours selected to be assessed during the recruitment and selection process (as outlined within the Person Specification).
- Use the word count available for each section.
- Proof read your responses – check your spelling and grammar.
- You do not need to complete your application in one sitting but please remember to save your application at regular intervals (every 10 minutes).
- Check the application closing date and time and make sure you submit your application in advance.

### My Qualifications

- Under the My Qualifications section, ensure that you include all qualifications and training that are both essential and relevant to the role.
- Where there are essential qualification requirements, these need to be included under the Qualifications section, otherwise your application may not be progressed.

### My Work Experience

- Under the My Work Experience section, ensure that you include details of the key tasks and responsibilities of each role that you have performed.



## My Knowledge, Skills & Experience

- You will be asked to provide specific evidence based examples to demonstrate how you meet the criteria. Please ensure that you provide specific evidence.
- Ensure that your evidence and example(s) relates to the criteria being assessed. Read the requirement carefully and ensure your evidence relates to the area being assessed.
- Avoid using generic statements with no evidence or example to support it.
- Consider how you structure your responses, you may wish to use the following approach:

**Situation** – Describe the task/event/activity (set the scene). What did you want to achieve? What were your aims/objectives?

**Behaviour** – What did you do personally? How did you do it?

**Outcome** – What was the outcome?

## Selection Process

Upon receipt of your application, you will be notified whether or not your application will be progressed to the next stage of the selection process. The selection process varies between roles but as a minimum normally includes an assessment of the application form and an interview.

Details of what the selection process will involve for the role you have applied for will be included on the vacancy advert, with further information provided to you as necessary during the selection process.

Use the [CSF](#) to support you in preparing for the selection process. The Framework will support you to reflect on your past experiences and will support you to provide examples of when you have demonstrated these behaviours in action.

Whilst preparing for your interview, you may wish to prepare some bullet points or prompts to support you during your interview. A few key words can be enough to help you remember what you want to cover. Using prompts should not negatively impact your engagement or communication style during the interview; the panel may intervene if your use of prompts begins to have a negative effect (e.g., if you are over-relying on notes and/or reading directly from notes).

## Interview Expenses

The SPS is unable to provide any travel and subsistence costs incurred by an applicant during any stage of the selection process.

## Reserve List

Where the selection process identifies more appointable candidates than positions available, a reserve list may be created and used for a period of up to 12 months for future appointments to the same or similar roles without further assessment.

## Pre-appointment Checks

If you are successful, we will, as part of our pre-employment vetting process, carry out enquiries into your identity, employment/academic history, nationality and immigration status, criminal record, health, and other relevant matters, to ensure that you are qualified and suitable for the appointment.

When the pre-employment enquiries are satisfactorily completed to our standard, we will then make you a formal offer of appointment and you will be expected to take up appointment as soon as possible, subject to any notice period you may have with your current employer.

## Probation

We operate a probationary period for all new employees which forms part of the contract of employment.

## Civil Service Values

All appointees to the Civil Service must be able to fully comply with the requirements of the [Civil Service Code](#) and are expected to carry out their role with dedication and a commitment to the Civil Service and its core values which are Honesty, Integrity, Objectivity and Impartiality:

- Integrity: putting the obligations of public service above your own personal interests;
- Honesty: being truthful and open;
- Objectivity: basing your advice and decisions on rigorous analysis of the evidence; and
- Impartiality: acting solely according to the merits of the case and serving equally well Governments of different political persuasions.

## The Civil Service Commission

The SPS's recruitment processes are underpinned by the principle of selection for appointment on merit on the basis of fair and open competition. Details of how this principle should be applied can be found at the Civil Service Commission website. If you feel that your application has not been treated in accordance with the Civil Service Commission's Recruitment Principles and you wish to make a complaint, you should write to the Senior Resourcing Manager, SPS College, Newlands Road, Brightons, Falkirk, FK2 0DE in the first instance. If you are not satisfied with the response you receive, you can contact the Office of the Civil Service Commission.

## Data Protection Act 2018 and the General Data Protection Regulation (GDPR)

Personal information that you provide during any stage of the recruitment and selection process will be treated in accordance with the Data Protection Act 2018 and the General Data Protection Regulation (GDPR). You can access our full privacy notice [here](#).