

Safer Recruitment

Dorset & Wiltshire Fire and Rescue Service (DWFRS) is committed to ensuring the safety of children and adults at risk. This commitment is reflected in our recruitment, selection and vetting processes for roles with safeguarding responsibilities. Those involved in the recruitment process for these roles are trained to ensure we undertake robust assessments of candidates' suitability to work with children and/or adults at risk.

Application Process

We will be clear when advertising a role if it involves working with children or adults at risk, and the safeguarding responsibilities the role has.

All applicants for roles with safeguarding responsibilities will need to complete a bespoke application form to capture the additional information required.

Safeguarding Leads will provide guidance on interview questions and panel composition to ensure sufficient knowledge of safer recruitment.

Vetting

All applicants will need to satisfactorily pass the required Pre Employment Checks. In addition, for roles with safeguarding responsibilities a complete employment/academic history is required. Any gaps in employment history of 30 days or more will be discussed with applicants and verified.

References will be sought to support appointment decisions and must be provided from the applicants current and previous employers. If their current/most recent employment did not involve working with children or adults at risk, we will require a reference from a period when they last worked with these groups.

Disclosure and Barring Service (DBS) checks

All applicants for Safeguarding roles will have, or need to attain, Enhanced DBS Clearance including the relevant barred list(s).

Applicants that are shortlisted will be asked to provide details of previous offences, both within the UK and overseas (excluding any that have been filtered).

Data Protection

DWFRS is committed to ensuring that all information provided as part of a recruitment process is used fairly and stored and handled appropriately and in accordance with data protection legislation. Data held on file from an individual's application will be held only as long as it is required for employment purposes and will not be disclosed to any unauthorised person.