



Gloucestershire
Fire and Rescue Service
Working together for a safer Gloucestershire



**We save lives.
And so can you.**

**Wholetime firefighter
recruitment information**



- Want to be part of a team?
- Want to make a difference?
- Want to help keep your community safe?
- Want to have a career where development is encouraged and supported?

If you have answered yes to any of the above, then a career in Gloucestershire Fire and Rescue Service (GFRS) could be for you.

Whether you become a firefighter, fire control operator, or one of our non-uniformed staff, the work that you do helps keep our community safe and saves lives!

We aim to have recruitment and selection processes, which are not only strength based, but also take into account an individual's

values and behaviours. We want to attract, welcome and retain diverse individuals so we can continue to develop a workforce that represents the communities we serve.

We are an equal opportunities employer and we would like to encourage applications from people from all backgrounds.



Training and development

The role of a firefighter

A firefighter does more than put out fires. Apart from extinguishing flames and saving people from danger, a firefighter also deals with incidents involving hazardous materials, road traffic incidents, medical emergencies, floods and animal rescues.

Firefighters also carry out community, prevention and education work, which includes

- to prevent fire and accidents from occurring in the first place;
- educating the community by visiting schools, community centres and people in their own homes;
- advising people about planning escape routes and fitting smoke alarms within their own homes in case of a fire; and
- actively seeking to understand and to value diverse individuals and groups.

The fire and rescue service currently uses the apprenticeship scheme for new starters. Following your induction, you will attend firefighter training at the Fire Service College (FSC) in Moreton-in-Marsh. The initial course runs for a total of 12 weeks. This is a residential course that runs from Monday to Friday. Following the initial residential course this will be followed up by on-the-job training.

You will be supported throughout the apprenticeship programme and a mentor will be assigned to you.

As a firefighter you will be expected to undertake a continuous training programme by attending lectures, exercises, practical training sessions and other forms of training to maintain competence levels. We will provide you with a Career Development Pathway, outlining the training and development you will need to complete.

You will be expected to take responsibility for developing your own skills and ensuring that your fitness levels are maintained, as the work can be demanding, both physically and mentally.



How fit do I need to be?

Firefighters need a combination of good cardiovascular fitness, strength, endurance and practical dexterity.

To become a firefighter, you will be required to undertake a number of physical tasks, such as;

- **ladder climb:** testing your confidence to work at heights;
- **equipment carry:** designed to test a combination of strength, cardiovascular fitness and endurance;
- **simulate a ladder lift and a ladder extension:** to test upper body strength and ability to use firefighting equipment we will ask you to perform a 25kg bar lift.
- **enclosed space breathing apparatus claustrophobia test:** this is a confined space test to test the candidate's potential to wear and work in breathing apparatus equipment; and a
- **treadmill test:** to ensure you have a VO2 max of 42.

Attend one of our 'Have a go' days

We would always advise attending a taster session or a 'Have a go' day where you will be given more information and insight about the role. This is a chance to try out some of the tests listed above and obtain advice about how to improve your overall fitness.

More information on firefighter fitness and 'Have a go' days can be found on our website:

www.glosfire.gov.uk



Workplace Charter

Our behaviours, ethics and values



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I will:

Accountability

Consistently take accountability and responsibility for my behaviour, decisions, and actions
Be responsible for the health and safety of myself and others

Integrity

Act as a professional, with integrity. Build a trusted and respected presence within the community
Be empathetic and compassionate, offering support to those who need it

Equality, Diversity and Inclusion

Bring my authentic self to work and act as a role model to my colleagues and communities
Support under represented groups and remove barriers to them joining our Service

Empowerment

Take responsibility for the development of myself and others
Share my ideas and vision to positively improve the Service



Leadership

Communicate information to people that is clear, relevant and timely and promote two-way conversation
Recognise, challenge and educate others when I witness inappropriate behaviours

Dignity and Respect

Acknowledge my own unconscious bias, celebrate differences and treat people with respect

Create an environment where everyone has an equal voice, is listened to, and all perspectives are considered

Excellence

Understand how my role contributes to the aims of the Service

Take responsibility for improving myself and others performance and always learn from my mistakes

Putting Communities First

Commit to and understand my responsibility for safeguarding in my community

Take an active role in understanding my local community and its risks

Our Core Code of Ethics

- Dignity and Respect
- Integrity
- Equality, Diversity and Inclusion
- Leadership
- Putting Communities First

NFCC Leadership Framework

- Personal Impact
- Organisational Effectiveness
- Outstanding Leadership
- Service Delivery

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Who we're looking for

No previous firefighting experience is required. You will need the passion to protect and work with all members of the community, being sensitive to the needs of others and have a general understanding of equality and diversity issues.

The fire and rescue service values your individuality and your diversity. Inclusion, diversity and equality are principles which guide our decisions and we will continually work to improve in these areas.

We are committed to creating an inclusive culture of dignity and trust where everyone feels safe and comfortable to bring their whole self to work.

Simply: the communities we serve are varied and diverse, we should be too.

Expectations of behaviours and values

Gloucestershire Fire and Rescue Service has developed a Workplace Charter (see above) that we expect our staff and associates to abide by and promote in others.

Our expectation is that your ethics, behaviours, and values align with those in the National Fire Chiefs Council (NFCC) Code of Ethics and the NFCC Leadership Framework as well as our Workplace Charter.

More information including our Vision and Mission and our Workplace Charter can be found on our website:

www.glosfire.gov.uk



The attributes required

There are certain personal attributes you will need to fulfil within your role as a firefighter and will need to work well in a team. These include confidence, resilience, and adaptability, ability to communicate effectively, integrity and have a commitment to diversity.



Essential criteria to become a firefighter

Each candidate must meet the following criteria to apply:

- must live within 50 miles of the Gloucestershire county border;
- be at least 18 years of age by the start of your employment;
- hold a full UK driving licence. Or be prepared to attain one within 12 months;
- you will be required to arrange your own transport to Moreton-in-Marsh Fire Service College in Gloucestershire, as part of your apprenticeship and also our training centre at Severn Park, Avonmouth, Bristol;
- not be claustrophobic;
- not have a phobia of heights;
- required to swim 25 metres prior to attending your water rescue course;
- Hold a Level 2 qualification in Math's and English or the equivalent (e.g. GCSE grade C or 4 or above)*

* If you do not currently hold a Level 2 qualification in Math's and English or the equivalent qualifications, you will be required to obtain this as part of your development programme. You will be supported to achieve these qualifications alongside your apprenticeship.

The Operational Firefighter Apprenticeship requires candidates to hold a Level 2 qualification in Math's and English or the equivalent qualifications prior to taking the end point assessment.;

- have a good level of physical fitness with a VO2 max of 42, as this will be tested during the recruitment process;
- beards and facial hair: there are some restrictions on facial hair. Firefighters must make sure their facial hair is maintained so that it doesn't affect the operational performance of personal protective equipment (PPE); and
- not have had laser eye surgery in the 12 months prior to starting your apprenticeship.

Disabilities:

Although being a firefighter requires a good standard of fitness and practical ability, we will consider everyone on an individual basis and support you to reach your full potential.

At the application stage, we will ask you to disclose if you have a disability and outline any special requirements you would like to request during the process. Reasonable adjustments will always be considered.

The fire and rescue service is unable to assess your individual health until the medical stage and therefore would not be in a position to confirm your suitability until this point.

We are a Disability Confident Employer. We are fully committed to:

- ensuring our recruitment process is inclusive, fair and accessible;
- communicating and promoting our vacancies; and
- anticipating and providing reasonable adjustments, as required.

Height:

There is no minimum height requirement to become a firefighter.

An offer of employment is conditional on the successful candidate satisfying a number of recruitment checks:

- at least two references;
- photo identification (National identity document, Passport, driving licence etc);
- you will need to undergo a medical health screening prior to appointment, after which a decision will be made as to your suitability for the role;
- if you already have a driving licence you will need to provide the original copy of your driving licence and you will be required to consent to an online check as well; if you do not already have a driving licence you will need to sign a commitment to obtain one within 12 months of being made a job offer;
- original documentation to meet our legal obligations under the Immigration and Asylum Act 1996;
- original copies of Maths and English qualifications. This will be qualifications set out in the job profile under the heading 'essential criteria'; and
- a satisfactory enhanced DBS certificate.

Gloucestershire Fire and Rescue Service currently employ two types of firefighter duty systems to provide emergency response to its communities, **wholetime and on-call**.

Wholetime firefighters are based at and mobilised from one of our wholetime fire stations.

They usually work in a pattern of two day shifts, then two night shifts, followed by four days off.

More information about on-call firefighter roles can be found on our website:

www.glosfire.gov.uk

Working pattern

Typically, you'll be working 42 hours per week in shifts.

The shift pattern is currently two day shifts and two night shifts followed by four days off.

Salary

The latest pay scales can be found by visiting **<https://www.fbu.org.uk/pay-rates>**

Pension

For details of the pension scheme available please go to **<https://fpsmember.org/>**

The application process

As part of the process, we will carry out assessments in the following areas:

- initial online application form;
- values and behaviours;
- team working;
- knowledge retention test;
- mental agility test;
- fitness;
- role related tests described above; and
- an interview.

To ensure you have the most up-to-date information, please visit our website to find out how to apply and details of what is required at each stage of the process in more detail.

www.glosfire.gov.uk



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