A logo for a fire and rescue company

Description automatically generated

**On call Firefighter Application Form**

Thank you for your interest in becoming an On-Call Firefighter, we appreciate your interest in joining the Service.

To be considered for the position of On-Call Firefighter, please complete an application form and ensure you have a valid right to work in the UK.

If you require assistance with your application, or have questions before you start your application, please contact our recruitment team on [recruitment@cambsfire.gov.uk](mailto:recruitment@cambsfire.gov.uk) and they will be happy to help!

**Please note: CFRS is unable to accept applications from people who do not have the right to work in the UK.**

***GDPR Declaration***

*DATA PROTECTION ACT 2018. The personal data supplied on this form may be held on*

*our database for application and statistical purposes.*

**Personal Details:**

**Tile** – *please tick the box that applies to you*.

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| **Mr** |  | **Mrs** |  | | **Miss** |  | **Ms** | |  | | **Mx** | |  | |
| **Forename/s** | | | | | |  | | | | | | | | |
| **Surname:** | | | | | |  | | | | | | | | |
| **Preferred Name:** | | | | | |  | | | | | | | | |
| **Sex**  *Please tick the box that applies to you* | | | | **Female** | | | |  | | | | | | |
| **Male** | | | |  | | | | | | |
| **Is the gender, you identify with, the same as your sex registered at birth?** *If not, please state.* | | | | | | | | **Yes** | |  | | **No** | |  |
| **Gender** | | | | | | | | **Female** | |  | | **Male** | |  |
| **Date of birth** | | | | | | | |  | | | | | | |

**Contact Details:**

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| **Your Address:** |  |
| **Post Code:** |  |
| **Mobile Number:** |  |
| **Email address:** |  |

**Equality, Diversity and Inclusion Monitoring:**

Cambridgeshire and Peterborough Fire Authority values diversity and actively promotes equality and fairness within the communities it serves and within the workplace.

**Why is it important?**

Equality, Diversity and Inclusion affects us all, whether this is through the access to goods and services or matters relating to employment. Whilst positively and proactively focusing on Equality, Diversity and Inclusion is the right thing to do, there is also a legal requirement within the Equality Act 2010 to ensure organisations take ED&I seriously. This information specifically focuses on the employment elements of Equality, Diversity and Inclusion, however, the content still has relevance on the other aspects relating to goods and services.

**Equality, Diversity & Inclusion Monitoring**

Our Recruitment Team carries out Equality, Diversity and Inclusion monitoring of all applicants. The information you provide to Recruitment is treated in strictest confidence and only used for the purpose of analysing trends in terms of the characteristics of our workforce.

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| **Nationality**: |  |
| **Prefer not to say** |  |

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| **White**  *Please tick the box that applies to you* | British |  |
| Irish |  |
| Gypsy or Irish Traveller |  |
| Any other White background |  |

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| **Mixed or Multiple ethnic groups**  *Please tick the box that applies to you* | White and Black Caribbean |  |
| White and Black African |  |
| White and Asian |  |
| Any other Mixed or Multiple background |  |

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| **Asian or Asian British**  *Please tick the box that applies to you* | Indian |  |
| Pakistani |  |
| Bangladeshi |  |
| Chinese |  |
| Any other Asian background |  |

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| **Black, Black British, Caribbean or African**  *Please tick the box that applies to you* | Caribbean |  |
| African |  |
| Any other Black, Black British or Caribbean background |  |

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| **Other ethnic groups**  *Please tick the box that applies to you* | Arab |  |
| Any other ethnic group |  |

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| **Not stated**  *Please state* |  |

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| **Prefer not to say:** |  |

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| **Religion Or Belief**  *Please tick the box that applies to you* | Buddhist |  |
| Christian |  |
| Hindu |  |
| Jewish |  |
| Muslim |  |
| Sikh |  |
| No Religion |  |
| Other Religion |  |
| Prefer not to say |  |

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| **Sexual Orientation**  *Please tick the box that applies to you* | Asexual |  |
| Bisexual |  |
| Gay |  |
| Heterosexual |  |
| Lesbian |  |
| Pansexual |  |
| Queer |  |
| Other |  |
| All Other Sexual Orientations |  |
| Prefer not to say |  |

For the recruitment process, please tell us about any conditions you have, whether diagnosed or undiagnosed, to be taken into consideration. This may be physical, mental health related or neurodiversity. This will enable us to explore support and/or reasonable adjustments with you. Please be assured that anything you tell us will not be taken into consideration in determining your suitability for the role, it is solely to help us make any reasonable adjustments for you during the recruitment process.

**Disability / Condition:**

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If you are currently employed by Cambridgeshire Fire and Rescue Service and are interested in joining On-Call, please contact the recruitment team on [recruitment@cambsfire.gov.uk](mailto:recruitment@cambsfire.gov.uk).

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I am not employed by Cambridgeshire Fire and Rescue Service

**Requirements of the Role:**

Thank you for your interest in becoming an On-Call Firefighter with Cambridgeshire Fire and Rescue. It’s the first step in joining one of the best performing Fire and Rescue services.  
Becoming an On-Call Firefighter is a big commitment and isn't like any other job- which is why our recruitment process will be nothing like you’ve experienced.  
To help you decide if becoming an On-Call Firefighter is right for you please read the statements below as they are all things you will be expected to do as an On-Call Firefighter.

If you have any questions or would like more information about the role, please get in touch with our recruitment team: [recruitment@cambsfire.gov.uk](mailto:recruitment@cambsfire.gov.uk)

You will be required to:

* Work at height and in enclosed spaces.
* Working outdoors sometimes in challenging conditions.
* Work as part of a team, sometimes working under pressure.
* Develop and maintain both practical and theoretical skills.
* Get hot / cold whilst working.
* Carry heavy / bulky equipment.
* Work day and / or night, evenings, weekends, and Public Holidays.
* Work in situations where you may see blood, seriously injured or dead people/animals.
* Deal sensitively with people in difficult situations.
* Talk to people in the local community about fire safety.
* Commit to maintaining your physical fitness.
* Be punctual, dependable, and reliable.
* Commit to a period of 10 weeks (mixture of evenings, weekends, and days) of initial training at Huntingdon Training Centre.
* Represent the values, behaviours and code of conduct of CFRS even when you are not at work.
* Work in a disciplined environment and take instructions from other people.
* Work to policies and procedures, including uniform and personal appearance policy.

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I agree with the above requirements and would like to continue with my application.

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| **How did you hear about us?**  *Please tick the box that applies to you* | Colleague |
| Friends and Family |
| Facebook |
| Instagram |
| X/Twitter |

**Basic Health Questionnaire:**

All Firefighters are required to meet a minimum standard of physical ability. Please answer the questions below to ensure you meet the minimum entry criteria to apply to become a Firefighter.

If you select Yes, if necessary, we may ask you to complete some additional tasks as part of a role-based risk assessment and we will then make a decision on a case-by-case basis.

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| Do you have colour vision deficiency? | No |  | Yes |  |
| Do you have poor hearing? | No |  | Yes |  |
| Do you have any disability that reduces your ability to grip, hold or lift objects? | No |  | Yes |  |
| Have you ever had a blackout, fit /seizure, or have you suffered from dizziness or fainting recently? | No |  | Yes |  |
| Do you have poor eyesight with or without glasses or contact lenses? | No |  | Yes |  |

**On-Call Station**

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| Which On-Call station are you applying for? |  | | |
| **Where will you be responding from?**  *Being an On-Call Firefighter means being able to be at the Station within five minutes of being notified. This could mean responding from either your home, work address or both.* | | **Work** |  |
| **Home** |  |
| **Both** |  |

**Please note:** If the nearest station is within 5-9 min, after submitting your application, you will be put in a time-trial window whereby CFRS will do three timed runs to test attendance time.

**Remote Working:**

The remote working contract is for individuals who work remotely (‘from home’) for their main employer. You would be working for your main employer from one of CFRS’s on-call fire stations, while also providing cover as an on-call firefighter. You will be required to attend your local station weekly for a drill night. You may be asked to provide cover at any station within your district area. If this is something you are able to do, and your main employer agrees to, please confirm below.

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I am happy to work remotely from the selected stations.

**Right To Work:**

CFRS is unable to accept applications from people who do not have the right to work in the UK. If you have any questions, please contact our recruitment team on [recruitment@cambsfire.gov.uk](mailto:recruitment@cambsfire.gov.uk)

You will be asked to supply proof of Right to Work later in the process.

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I have a Right to Work in the UK

**UK Driving Licence:**

Being able to respond within 5 minutes is an important part of becoming an On-Call Firefighter.

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| Please tell us how you would get to the station:  *Please tick the box that applies to you* | Full Licence |  |
| Provisional Licence |  |
| None |  |

**Alternate Travel:**

If you do not have a driving licence, please tell us how you would get to the station.

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**If you hold a non-UK Driving Licence, please provide details:**

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**Previous Experience:**

As part of your application, please include details of your previous experience for the last 5 years. If there were periods where you were not employed or in education, please include these.

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| **Current Employer/Education** |  |
| **Job Title** |  |
| **Address:** |  |
| **Post Code:** |  |
| **Start Date** |  |
| **End date (if applicable)** |  |

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| --- | --- |
| **Current Employer/Education** |  |
| **Job Title** |  |
| **Address:** |  |
| **Post Code:** |  |
| **Start Date** |  |
| **End date (if applicable)** |  |

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| --- | --- |
| **Current Employer/Education** |  |
| **Job Title** |  |
| **Address:** |  |
| **Post Code:** |  |
| **Start Date** |  |
| **End date (if applicable)** |  |

**Work Declarations:**

I confirm that my current contract of employment does not require me to be moved from my normal place of work or any move required would not affect my ability to fulfil my contractual availability with CFRS:

* for periods of more than 2 weeks
* for periods of more than 4 weeks in any calendar year
* with less than 1 months’ notice being given

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I confirm and agree to the above

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I am a military reservist. Please tick only if appropriate.

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I have experience working in a fire service (Include details below)

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I have previous employment as a firefighter with CFRS

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| **Are you related to any serving member of Cambridgeshire County Council or Peterborough City Council?**  *Please tick the box that applies to you* | **Yes** |  | **No** |  |

**Other Organisations**

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| If you are offered a role, you will be an employee of Cambridgeshire Fire & Rescue Service and as such, a trusted person in the community. Please tell us if you are a member of any organisation where its activities or communications would be likely, in public perception, to give rise to the impression that it interferes with the impartial discharge of your duties in the community and the values of CFRS. | |
| Name of Organisation: |  |
| Activities/communications that you take part in: |  |
| Not applicable: |  |

**Declaration Of Offences:**

You are required to declare any convictions for offences that are not spent under the Rehabilitation of Offenders Act 1974. Include offences dealt with by a court of law, HM Services disciplinary procedures and any driving offences.

It is our policy to require all applicants for employment to disclose any criminal convictions, cautions or bail conditions (both spent and unspent, which includes driving offences). If you have worked in the Forces this includes any Service disciplinary offences. The information you provide will be treated as strictly confidential and will be considered only in relation to the appointment for which you are applying.  
  
You are also required to inform us of any pending or incomplete investigations that are ongoing or that arise during this period of application and pre-employment.  
  
Please note that for the role of Firefighter, we will require satisfactory completion of an Enhanced level of DBS check for all successful candidates at the point of conditional offer of employment. An Enhanced DBS check shows spent and unspent convictions and cautions (subject to filtering) and relevant police intelligence.  
  
If you'd like to contact DBS directly to discuss what may come up on your DBS check their email is [customerservices@dbs.gov.uk](mailto:customerservices@dbs.gov.uk) and the helpline is 03000 200 190. For further advice on spent and unspent convictions, please visit [www.gov.uk/guidance/rehabilitation-periods](https://www.gov.uk/guidance/rehabilitation-periods) and <https://www.gov.uk/guidance/rehabilitation-periods>.

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Tick the box if you have any criminal convictions, caution or bail conditions, both spent and unspent, which includes driving offences.

**Cambridgeshire Fire & Rescue Core Values**

At Cambridgeshire Fire and Rescue Service we have three core values - welcome, respect and dignity - that we expect all staff and fire authority members to demonstrate in their behaviour to each other and to all members of the public:

* **Welcome** - we welcome people into the workplace and create a working environment that is open and inclusive, which offers help and support.
* **Respect** - we respect the differences in groups of personnel and the public and take into account the right for people to be different, valuing diversity rather than demeaning it.
* **Dignity** - our treatment of people should conform to a standard of behaviour that is socially acceptable to all members of the community we serve.

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I have read and understood the Fire and Rescue Service Core Values and will practice and actively promote them if employed by Cambridgeshire Fire and Rescue Service.

**Declaration**

Please note that passing each stage or completing the process does not guarantee a role with CFRS.

* I consent to the information held within this application form to be seen by Cambridgeshire Fire and Rescue Service employees outside of the Recruitment/People Team where appropriate and necessary. Should I disagree with the above I will contact Recruitment on 01480 444500 to discuss.
* I confirm that I have completed this application form and that to the best of my knowledge the information I have provided in it is true and correct. I understand that any misrepresentation will invalidate my application or could lead to the termination of my employment if I am appointed.
* I agree to the information and personal data supplied on this form being stored for the purposes of my application, for monitoring and for reasonable research into the application process, in accordance with the Data Protection Act 2018.
* I understand that prior to being offered the role I will be required to undergo a medical examination including an eye examination.

Are you happy to be contacted by Cambridgeshire Fire and Rescue Service in order to receive feedback and to discuss any future opportunities which may arise? Your details will be held by The Recruitment Team until the end of the next recruitment campaign for this role. Your consent to share personal information is entirely voluntary and you may withdraw your consent at any time. For further information please visit our website <https://www.cambsfire.gov.uk/transparency/documents/privacy-policy/>.

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I am happy to be contacted.

If you are successful, you will be made a conditional offer which is subject to you completing a confidential medical questionnaire about your physical and mental health and you may also have a medical appointment depending on the role you have applied for. Due to the nature of working for a Fire & Rescue service, it is important that you provide full and accurate information in your medical questionnaire and at any medical appointment, as if it is subsequently found that relevant information has been omitted, is misleading or false, you may be subject to disciplinary action or dismissal.

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I agree with the above statement.

**Thank you for completing your application, we will be back in touch shortly. Should you have any questions, please email our recruitment team on** [**recruitment@cambsfire.gov.uk**](mailto:recruitment@cambsfire.gov.uk)