



Freedom of Information Request FOI 23 67

Vetting of Firefighters

Query and Response:

Could you please tell me: Do you have a policy in relation to employing/not employing firefighters who have a criminal record? What is the policy?

We follow the guidance set out in relation to the Rehabilitation of Offenders Act in relation to spent and unspent convictions.

Are candidates requested to declare any criminal convictions when applying for a job as a firefighter in your service?

Yes. All applicants are required to declare and provide details of any unspent/pending convictions on their application form.

Does your service carry out a DBS check on every candidate who is offered a position as a firefighter in your service?

Yes. However, as firefighter is not a role defined under the exemptions order, eligibility is limited to a basic DBS unless their role involves specific duties working directly with vulnerable people.

Are there any criminal offences which would automatically bar an individual from working as a firefighter for your service? If so, what are those offences?

We follow the Rehabilitation of Offenders Act guidance and as a general principle we do not employ individuals with unspent convictions. Our procedures require existing staff to notify the Service where they are subject to criminal proceedings or convicted during their employment, so that appropriate action can be taken.

Information/Detail accurate on the date provided: 01, 06 2023