

# Who are we?

Dorset & Wiltshire Fire and Rescue Service is a modern Fire Service bringing two counties together and serving the local authorities of Bournemouth, Poole, Swindon, Dorset and Wiltshire.

Dorset & Wiltshire has 50 fire stations serving our local communities and crews are available to respond 24 hours a day.

Our 1362 staff comprise of:

- 429 wholetime firefighters
- 588 On Call Firefighters
- 22 Fire Control
- 292 Corporate Staff
- Over 70 Emergency Appliances
- 1 Animal Rescue Vehicle
- 2 Training Centres
- 1 Headquarters

In 2016 and 2017 we have:

## **Being there when you need us**

- Attended 12,474 incidents
- 3,247 fires (919 deliberate)
- 771 accidental fires in the home
- 359 fires in non-domestic buildings
- Rescued 59 people from fires
- Conducted 69 animal rescues

## **Protecting you and the environment from harm**

- 706 fire safety audits
- 1,000+ positive engagements with businesses
- 1,482 building regulation consultations

## **Help to make safer choices**

- 22,000 children received safety messages
- 26 intensive youth courses delivered
- 12,459 safe & well checks
- 16,900 people received road safety messages

We are working for and with our communities to ensure that local people are as safe as they can be.

## Our Visions and Values

Dorset & Wiltshire Fire and Rescue Service is 'passionate about changing and saving lives'.

Our vision states:

We are much more than a Fire and Rescue Service. We are about helping you to become safer, healthier and to live more independently. Improving your wellbeing and investing in our future generations is central to our way of thinking. We play a key part in supporting our communities and businesses to enable them to grow safely and responsibly.

We have our five priorities:

- **Help you to make safer and healthier choices** – we want you to be more aware about the risks you face, and support you and your business to be safer. We are committed to improving the wellbeing of you and your family.
- **Protect you and the environment from harm** – we will work with you to improve your safety and reduce the effect that day-to-day hazards and risks can have on you and your environment.
- **Be there when you need us** – we will continue to provide a professional and prompt response when an emergency happens.
- **Making every penny count** – we will continue to be a well-respected and trusted service, offering excellent value for money.
- **Supporting and developing our people** – making sure our staff are at the center of everything we do, are well led and have the right knowledge and skills, is crucial to the success of our Fire Service.

## Our Values

To help us deliver these priorities and our vision, we have developed a framework of our values known as RESPECT, which is an acronym for the seven things that we stand for in terms of how we work:

- Responsibility
- Equality
- Support
- Professionalism
- Excellence
- Communication
- Transformation

We recognise that great service is not just about what we achieve but also about how we deliver, so RESPECT runs through everything that we do. To help everyone working for us to have a common understanding of what these words mean in their day to day roles, each of the seven values are underpinned by a set of behaviours and we use these to ensure consistency and to continuously develop the way that we work.

We encourage future candidates to find out how they might work within our RESPECT framework by visiting our website [www.dwfire.org.uk](http://www.dwfire.org.uk) and completing our **RESPECT self-assessment** before applying.

## Think you know the role of firefighters, think again...

Firefighting involves much more than putting out fires. We play a crucial role in:

- **Educating** young drivers to prevent accidents and injuries
- **Rescuing** people from road traffic collisions
- **Keeping** our communities safe from fire and other dangers with safe and well visits
- **Supporting** the ambulance service with medical emergencies
- **Educating** children in road and fire safety through school visits and community events
- **Rescuing** people from fast flowing water and protecting properties from flood damage
- **Making** people safer in their places of work by advising business owners on fire safety regulations
- **Rescuing** people from height and confined spaces
- **Providing** specialist animal rescue services

## Diverse communities served by our diverse workforce

We respond to a wide range of incidents with our highly trained, highly skilled teams who have a wealth of training, experience and knowledge. The communities we serve can be as diverse as the situations we tackle.

Dorset & Wiltshire Fire and Rescue Service is committed to ensuring that its workforce reflects the community we serve. At the present time this is not the case as women are under-represented within our operational service and the wider workforce does not reflect the ethnic diversity within our communities. We value diversity and welcome applications from people from all backgrounds, genders, ethnicities or sexual orientations.”

We are an equal opportunities employer and although we require our firefighters to have a good standard of fitness and practical ability, having a disability will not prevent you from applying. We do have our ‘Frequently asked Questions’ which should be able to answer any questions that you may have regarding disabilities.

## Becoming a firefighter with Dorset & Wiltshire Fire and Rescue Service

The role of a firefighter has changed over the years, it has developed with the world we live in. Prevention work is a key focus for us, and with more smoke alarms and sprinkler systems in buildings being fitted the element of carrying people out of burning buildings has reduced.

Due to education and modern technology the amount of fires that firefighters attend has lowered over the years. However, with the number of vehicles on the road increasing, there has been a marked rise in road traffic collisions attended by our firefighters.

**Alongside emergency responses, our work also focuses on:**

**Prevention** – Educating our community to be safe in their environment, this is done by:

Community Safety: We attend schools, community events, assisted living and work places to give Fire Safety advice in Fire Prevention, by attending schools, community events, assisted living accommodation and work places.

We attend rural areas to assist with advice to farmers, travelling community and areas with a high flood risk. This can also include the recovery of animals and farm equipment which are trapped or in danger of causing harm to themselves or others.

We give advice on boat safety, this can be from canal boats to fishing boats, the advice can include fire safety and water safety. We hold a boat safety week to raise awareness of the incidents that can happen whilst on a vessel.

**Protection** - To enhance safety in public buildings and other spaces. We do this through a team of specialist inspectors, who apply their knowledge and training to ensure that the technical fire safety aspects of commercial building design, and subsequent occupied use, are correctly identified and applied.

We also enforce fire legislation in all commercial premises as far as it applies to general fire safety measures.

To achieve this, our staff will engage in activities that include carrying out fire safety audits of premises subject to the Regulatory Reform (Fire Safety) Order 2005, and initiating enforcement action, appropriate to the circumstances, to correct instances of non-compliance where we find it.

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## **The elements of the firefighter require a special type of person:**

### **Do you have what we need?**

Working to help keep communities' safe means you will want to be part of the community and someone who cares about the safety of those around them. Do you have these characteristics?

### **Are you professional?**

### **Are you a team player?**

### **Want to work within our communities?**

### **Respect for diversity, with a fair and ethical approach?**

### **Do you have Physical and mental strength?**

### **Are you able to follow orders in stressful emergency situations?**

### **Do you have the drive, ability and initiative to work alone?**

### **Are you able to work at height and dark confined spaces?**

If you were able to answer 'Yes' to all of the above, then we have your next career ready and waiting

## Personal Qualities and Attributes

- **Working with others** – working effectively with a variety of people whether they are in your team or in the community.
- **Commitment to development** – being committed to, and being able to develop yourself and others.
- **Commitment to excellence** – adopts a conscientious and proactive approach to work to achieve and maintain excellent standards.
- **Commitment to diversity and integrity** – understanding and respecting other people's differences and treating people fairly and ethically.
- **Openness to change** – is open to change and actively seeks to support it.
- **Confidence and resilience** – maintains a confident and resilient attitude in highly challenging situations.
- **Effective communication** – communicates effectively both orally and in writing.
- **Problem solving** – understands, recalls, applies and adapts relevant information in an organised systematic way.
- **Situational Awareness** – maintains an active awareness of the environment to promote safe and effective working.

## Benefits of Working For Us

Dorset & Wiltshire Fire and Rescue Service welcome anyone that joins our team. We pride ourselves as being an inclusive family, friendly service.

### Our Family Friendly Policies

We have a range of policies that are family friendly, including parental leave. We have a comprehensive maternity and paternity leave, along with adoption and foster care leave.

Our maternity policy is designed to help new parents balance their personal and work life during this exciting new time of life. We aim to support the mother of a child during the period immediately following the birth of a baby.

### Childcare Vouchers

We offer the option to join the childcare voucher scheme. This can be assessed as tax free and used to help towards your childcare costs. You will need to check your eligibility to apply and that your childcare provider accepts these vouchers.

### **Trade Unions**

Trade Unions are there to support you in your work life and they all offer a range of services and support.

There are three options for union membership:

- FBU – [www.fbu.org.uk](http://www.fbu.org.uk)
- FOA – [www.fireofficers.org.uk](http://www.fireofficers.org.uk)
- FRSA - [www.frsa.org.uk](http://www.frsa.org.uk)

### **Staff Discount**

As a member of the emergency services you will be eligible to apply for the Blue Light Discount Card which is widely recognised throughout the UK.

### **Support Networks**

We offer several support networks to our workforce, to support them in as many ways as possible:

- FirePride LGBT Network
- Women's Network
- MIND Blue Light Network (Mental Health)
- Stonewall
- BAME Network