



Royal Berkshire Fire and Rescue Service Safer Recruitment

Royal Berkshire Fire and Rescue Service is committed to safeguarding and promoting the welfare of children and vulnerable adults, and all employees must share this commitment.

Fire & Rescue Authority roles are listed in Schedule 1 of the Rehabilitation of Offenders Act 1974 (Exceptions) Order and as such it is our policy to require all applicants to disclose any criminal convictions (both spent and unspent) including driving offences, cautions and/or reprimands. Please list the dates and details of any sentences if applicable. 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 (please refer to the guidance notes <http://www.gov.uk/guidance/rehabilitation-periods> for more information).

Legislative change enables Fire and Rescue Services to be eligible for a Standard level Disclosure and Barring Service (DBS) check for employees of their Service, including volunteers. You are also required to inform us of any pending or incomplete investigations of a safeguarding nature that are ongoing, or that arise during this period of application and pre-employment. A table of rehabilitation periods for the most common sentences and disposals, and example scenarios can be found here [Rehabilitation Periods - GOV.UK \(www.gov.uk\)](http://www.gov.uk/guidance/rehabilitation-periods)

Our Fire and Rescue Authority are committed to the rehabilitation of offenders, as such, any risk assessments used for positive disclosures will incorporate both a reasonable and proportionate response.

ROYAL BERKSHIRE
FIRE AND RESCUE SERVICE

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