

**THIS IS THE
DIFFERENCE
YOU MAKE**



This is the difference you
make, working for
Warwickshire Fire and Rescue.



Wholetime Firefighter Candidate Information Pack May 2021

A message from Chief Fire Officer Kieran Amos

Firstly, I'd like to thank you for your interest in potentially becoming a member of our Warwickshire Fire & Rescue Service Team.

We recognise that our people are most certainly our greatest asset, we value our people and we seek people who will be engaged in, take ownership for and be passionate about the work we do.

We are an inclusive organisation and want to attract greater diversity into our Service. This makes our Service richer in skills, qualities and attributes and move us towards being more representative of our Community. This is extremely important in us better understanding community risks, issues and in how well we connect with our public.

The role of a Firefighter is a vital one. You will be involved in protecting and supporting our community, doing all you can to make people and places safer.

As much as the Response role is a huge and incredibly valuable part of the role, and often attracts most attention and recognition, the role of a modern Firefighter is far broader.

You will be involved in Prevention work, that seeks to reduce risk in the community and drive down incidents, focussing on the most vulnerable in society and supporting communities to help themselves.

You will also be involved in Protection activities, playing an important part in identifying Fire Safety issues, and helping to make people feel safer in their homes, businesses, schools and hospitals etc.

We are seeking people who want to make a really positive difference in society, who will be both a team player but also independently proactive.

We also would like people to feel safe and empowered to be the best that they can be and to realise their fullest potential.

It's an exciting time to be a part of Warwickshire Fire and Rescue Service and we'll give you the support and encouragement you need to succeed and help others around you – because we know a job done well, is a job done together.

If you're someone who is prepared to get stuck in, who wants to do the best job possible, who approaches everything with passion and purpose, then we want you to work for us.

Could this be you?



Kieran Amos

A handwritten signature in black ink, appearing to read 'K. Amos', written over a light blue horizontal line.

Chief Fire Officer
Warwickshire Fire & Rescue Service

THIS IS SUPPORT



Introduction

Warwickshire Fire and Rescue Service (WFRS) is pleased to invite applications for wholetime firefighters. We're actively seeking individuals with no prior operational experience to join our high valued team.

Our communities' value the services we offer and need to feel confident in our highly skilled teams, who reduce risk as well as respond to emergency situations. Our teams continually evolve and improve how we operate whilst maintaining the highest standards for our communities.

If you feel that you have what it takes, we'd like you to join our 2021 recruitment process. Complete an application form which will be available on our website [here](#). For an outline of the timescales for the selection processes please refer to the timeline in this candidate information pack.

This pack has been designed to provide you with details of each stage of the recruitment and selection processes for the role of wholetime Firefighter. It is important that you are aware of how you will be assessed and what to expect at each stage of the process.

If you have any queries prior to entering into the recruitment process, please refer to the frequently asked questions (FAQs) at the back of this document in the first instance. If you still have an outstanding query, email frecruitment@warwickshire.gov.uk.

About Warwickshire County Council

As a County Council we want Warwickshire to be the best it can be, sustainable now and for future generations. To deliver this aim we have developed a detailed Council Plan which sets out our three priorities.



We want our communities and individuals to be safe, healthy and independent; our economy to be vibrant and supported by the right jobs, training, skills and infrastructure; and, to make the best use of resources available to us.

We have undergone a programme of radical transformation to become a flexible, agile organisation with staff and communities at the forefront of our decision-making.



Our response to the pandemic has been strong, considered and nationally noted. We were one of the first authorities to set up community hubs supporting the clinically extremely vulnerable; we are a beacon area for the national test and trace programme alongside Coventry and Solihull; and we were quick to set up lateral flow testing sites across the county to enable rapid community testing.

We are an ambitious council and shortly into the pandemic established a Recovery Plan to prioritise the activities and pathway to lead us out of the current situation and into regained health, wealth and sustainability.

About Warwickshire Fire and Rescue Service

Our Fire and Rescue Service is highly valued by our County Council and our public. WRFS has a very good reputation, with HMICFRS rating us good in our last two inspections. A further full inspection is currently underway (March 2021), and we have a strong story to tell about our efficiency, effectiveness and our amazing people.



We have big ambitions for the future, with a concerted focus on continuous improvement and change, to create the best possible sustainable services for the people who live, work, visit and travel through Warwickshire.

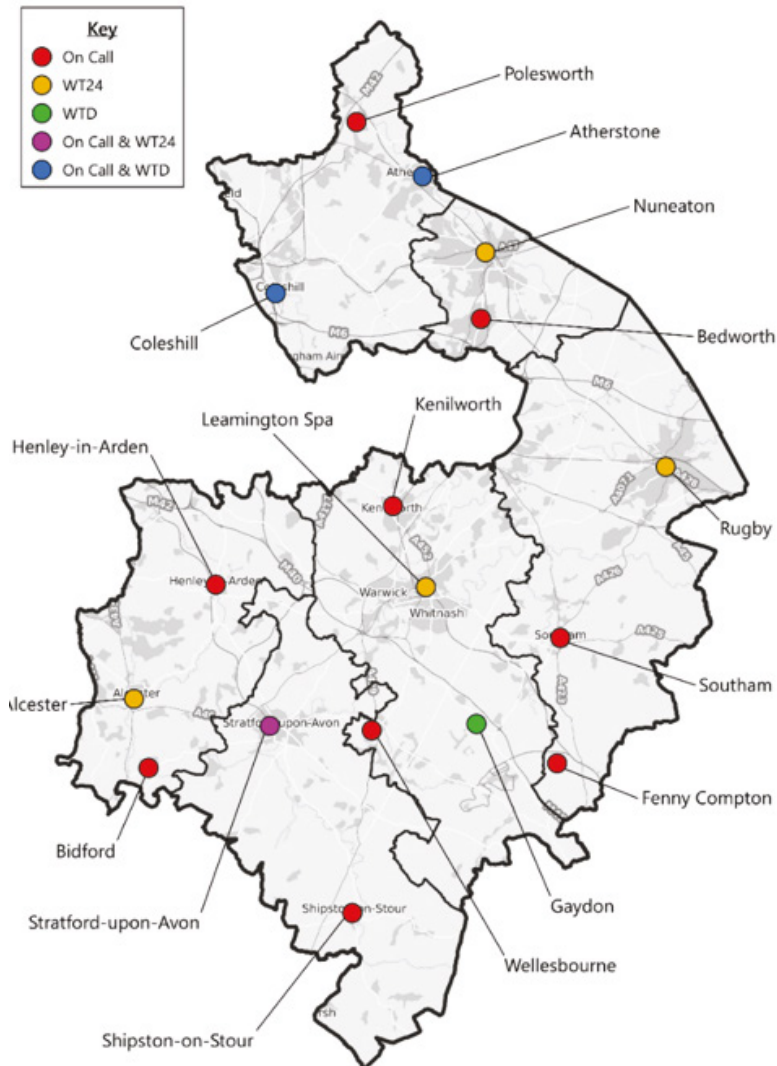
As a public facing emergency service our customers always come first. Public and firefighter safety are of paramount importance to us. We have a strong emphasis on prevention and protection, as we know this vital work makes our communities safer.

Our attention is also very much on ensuring our response services are agile, proportionate, and resilient, to respond to the wide variety of risks within Warwickshire. We must also be prepared to respond effectively to emerging risks, particularly those relating to climate change, pandemics, terrorism and other national emergencies.

We have seen through the Covid pandemic how versatile and vital our services can be in supporting the wider community effort, how well integrated we are within our County Council and how well connected we are with our partners and most importantly our communities.

Our people are undoubtedly our greatest asset and we require someone who is committed to developing an even more inclusive and diverse culture, where everyone is valued and can realise their fullest potential.

About Us - Our Fire Stations



Our Fire Stations and Fire Engines

Wholtime:

- Nuneaton x 2
- Leamington x 2
- Rugby x 2
- Alcester
- Stratford

On Call:

- Polesworth
- Coleshill
- Atherstone
- Bedworth
- Southam
- Fenny
- Shipston
- Stratford
- Bidford
- Henley
- Wellesbourne
- Kenilworth

WT during the day:

- Gaydon
- Atherstone

WT during the day and WT On Call at Night:

- Coleshill



About Us - Community Performance

Community performance can be found by clicking the following link: [Warwickshire Insights](#)

Our headlines for the last year 2019/20 are as follows:

Total Number of Incidents Attended

3,843

1.8% less than previous year

Response Times to Life Risk Incidents:

Attendance in 10 minutes

70.1%

Response Times to Life Risk Incidents:
Average Attendance Time

10 mins 42 secs

Total Number Accidental Dwelling Fires

161

1 less than previous year

Number of Road Traffic Collisions

347

2% less than previous year

Number of Premises influenced by Protection

1,818

Below our target of 2,000

Number of Community Safety Contacts

43,645 Above our target of 40,000 contacts



THIS IS COMMUNITY SPIRIT



Warwickshire County Council Values and Behaviours

We want to support all of our workforce to be best they can be. We are proud of our people and the shared passion to make a meaningful difference to the lives of those living in Warwickshire.

Our People Strategy holds this passion and purpose at its heart and sets out the people focused plans for our future.

Our values and behaviours provide a framework for understanding the expectations required from all our employees to embed our cultural ambitions as an organisation.

Our values - the Warwickshire DNA



High performing



Collaborative



Customer focused



Accountable



Trustworthy

Our behaviours



do what
we say



move with
purpose and
energy



focus on
solutions



help people and
communities to
find their own
solutions



build strong
working
relationships



be the best
we can be

THIS IS THE DIFFERENCE YOU MAKE



The role of a firefighter

Warwickshire Fire and Rescue service's firefighters play a huge part in their Communities. We help make Warwickshire be the best it can be by supporting communities, individuals and businesses to stay safe. Members of our communities, value the services we offer and we are looking to recruit new members to our great team. We support our communities in many different ways, ranging from prevention work through to responding to incidents.

No previous experience is necessary, but applicants will need to have a strong desire to support the local community, an enthusiasm for working as part of a team, as well as a desire to learn and develop new skills.

The role of a firefighter is wider than responding to emergencies. Some of the other areas of work include:

- Safe and Well checks for vulnerable people across the community
- Educating young drivers to help minimise the risk of accident and injury
- Workplace fire safety inspections to help reduce risk across the Warwickshire
- Supporting our blue light colleagues in Ambulance and Police, from dealing with medical emergencies and searching for missing people to dealing with Road Traffic Collisions
- Road and Fire Safety presentations at schools and local events

- Rescuing both people and animals when they are facing real danger, wherever they may be. These might be rescues from height, confined spaces or water

Of course, we do respond to emergencies and as part of your development you will learn new skills and techniques that help keep you safe. Firefighters learn a great deal throughout their career as part of their ongoing development and successful applicants will need to be committed to their personal development.

So if you're interested in a job that provides varied work activities, supported by training and development opportunities, a career within Warwickshire Fire and Rescue Service is for you.

We recognise that diversity is a strength, helping us to better connect with and serve our local communities, so we welcome applications from all members of the community. We are dedicated to enabling each employee to be the best they can be, and committed to equality, diversity and inclusion. [Read more about inclusion in our recruitment here.](#)

As a member of Warwickshire Fire and Rescue Service, you'll support communities and make a real difference to people's lives.

It's an exciting time to be a part of our service and if you think you've got what it takes to become a Wholetime Firefighter, we want to hear from you.

Rates of pay for operational wholetime Firefighters

(correct as of September 2020)

Trainee (Phase 1) <i>12 Weeks**</i>	£23,833
Development (Phase 2) <i>12 weeks – 24 months**</i>	£24,826
Competent (Phase 3)	£31,767

***Timings are approximate and may vary*

Pension benefits

New entrants will be contractually enrolled on to the Firefighter Pension scheme 2015.

Highlights of the pension include:

- A pension of 1/59.7th of your pay every year, added to your pension account and protected against inflation.
 - The option to convert part of your pension into a tax-free lump sum when you retire.
 - Immediate payment of pension benefits to you.
 - Retire at pension age – 60 or retire early from age 55 (but with an early payment reduction).
- A substantial employer contribution towards the cost of your benefits.
 - The choice of deferring payment of your pension benefits until State Pension Age if you leave the scheme early or transferring them to another pension arrangement (unless you were a member for less than three months when you would get a refund of contributions instead).
 - Employee contributions vary from 10% to 14.5% of your pay depending on your rate of pay.

Pre-application information

Age

You must be 18 years of age or over at the start of your training. You may apply to be a wholetime firefighter if you are aged between 17 years 6 months and 18 years old, as long as you are 18 years old once you commence training. Your date of birth is verified as part of the process.

Work permit

As an employer, the Fire Authority is subject to the provisions of the Asylum and Immigration Act 1996. It could be guilty of committing a criminal offence if it employed someone who does not have permission to be in or to work in the United Kingdom. The Fire Authority reserves the right to request relevant documentation from all those offered employment, in order to satisfy its obligations. For more information you may find the following immigration advice websites useful: www.workpermit.com or www.ukba.homeoffice.gov.uk.

Identification

As an employer we need to ensure all prospective employees have the right to work in the United Kingdom. You will be asked to bring some form of photographic identification with you e.g. passport, driving licence, any other relevant documentation and a work permit if applicable, at the interview stage of the recruitment process. Please visit www.ukba.homeoffice.gov.uk for more information on prevention of illegal working.

Driving

A full driving licence is essential to become a Wholetime Firefighter, but not essential initially on this occasion due to past COVID-19 restrictions causing delays. If you are successful, it will be on the condition that you would obtain a full driving licence within twelve months of joining the service. You

must inform us if your licence is endorsed, giving details about the nature of the offence, offence code (e.g. CD10 driving without due care and attention) and also give details of the penalty (e.g. £ fine and number of penalty points). If you had to attend court, you will need to give details of the outcome. This is a requirement to enable individuals to attend remote stations and training courses as directed.

Diversity monitoring

This helps us ensure we are accessible to all groups in the community. The data is held in accordance with the GDPR and is not used to assist or make selection decisions. It will be used for statistical analysis only.

Medical standards

Fire and Rescue Authorities are required to assess each applicant on an individual basis, regarding their suitability to perform the role of a firefighter, in accordance with Equality Act legislation. This means that Fire and Rescue Authorities will consider what reasonable adjustments could be made to enable you to proceed with your application provided any such adjustments do not contravene Health and Safety legislation. Health and Safety legislation places the obligation on Fire and Rescue Authorities to ensure that individuals are safe at work for their own protection and that of others (in the context of the Fire and Rescue Service "others" includes colleagues and members of the public).

To ensure that support is readily available, you are required to bring your specific needs to the attention of the human resources team in advance. Please email ffrecruitment@warwickshire.gov.uk.

Secondary employment

If successful and you intend to continue with any other employment whilst employed by any of the Services, you must declare it. You will be unable to undertake secondary employment whilst in phase 1 and 2 of your training.

Declaration of offences

You are required to declare any offence for which the conviction is not yet spent. Within the meaning of the Rehabilitation of Offenders Act 1974 – incorporating the Rehabilitations of Offenders Act (exemptions) 1975 and the Rehabilitation of Offenders Act 1974 (exemptions) (Amendment) Order 1996 – you are advised to declare any charge that is pending as a subsequent conviction could lead to your dismissal from the Service.

Broadly, the Act provides for anyone who has ever been convicted of a criminal offence and not sentenced to more than 2.5 years in prison to become a 'rehabilitated person' at the end of the rehabilitation period, provided there have been no further convictions. At the end of this period, the conviction is considered spent and should be treated as it had never happened. Generally speaking, there are fixed rehabilitation periods for specific offences. If you are unsure whether you have to declare a previous conviction you should contact your local Probation Office, Citizens Advice or your Solicitor. Alternatively, you can consult the Home Office publication 'A Guide to the Rehabilitation of Offenders Act 1974'.

A Disclosure and Barring Service (DBS) check will be carried out at 'enhanced level' for those who are offered employment by WFRS. Please note that all convictions, including those that are spent will be declared on the DBS certificate and this will require further consideration by the Service.

Do you have what it takes?

The following checklist has been designed to help you decide whether being a firefighter is really for you.

- ✓ Are you interested in people?
- ✓ Can you get on with people from different backgrounds and cultures?
- ✓ Do you want to work as part of a close-knit team?
- ✓ Can you work under pressure?
- ✓ Can you think on your feet and solve problems when you know a lot depends on your suggestion?
- ✓ Do you have the sensitivity to deal with members of the public when they are distressed, confused or being obstructive?
- ✓ Can you take responsibility for representing the Service when you are at work and when you are not?
- ✓ Are you committed to always maintaining and developing your skills?
- ✓ Are you committed to maintaining your health and physical fitness?
- ✓ Could you work in emotional situations?
- ✓ Can you communicate with people effectively?
- ✓ Are you a practical person who likes to work with your hands/equipment?
- ✓ Do you enjoy making things or finding out how things work?
- ✓ Are you someone who can always be relied on to be somewhere on time?
- ✓ Could you work at height?
- ✓ Are you prepared to work outside in all types of weather, when it is wet and cold?

✓ Could you work a shift system?

✓ Could you work in confined spaces?

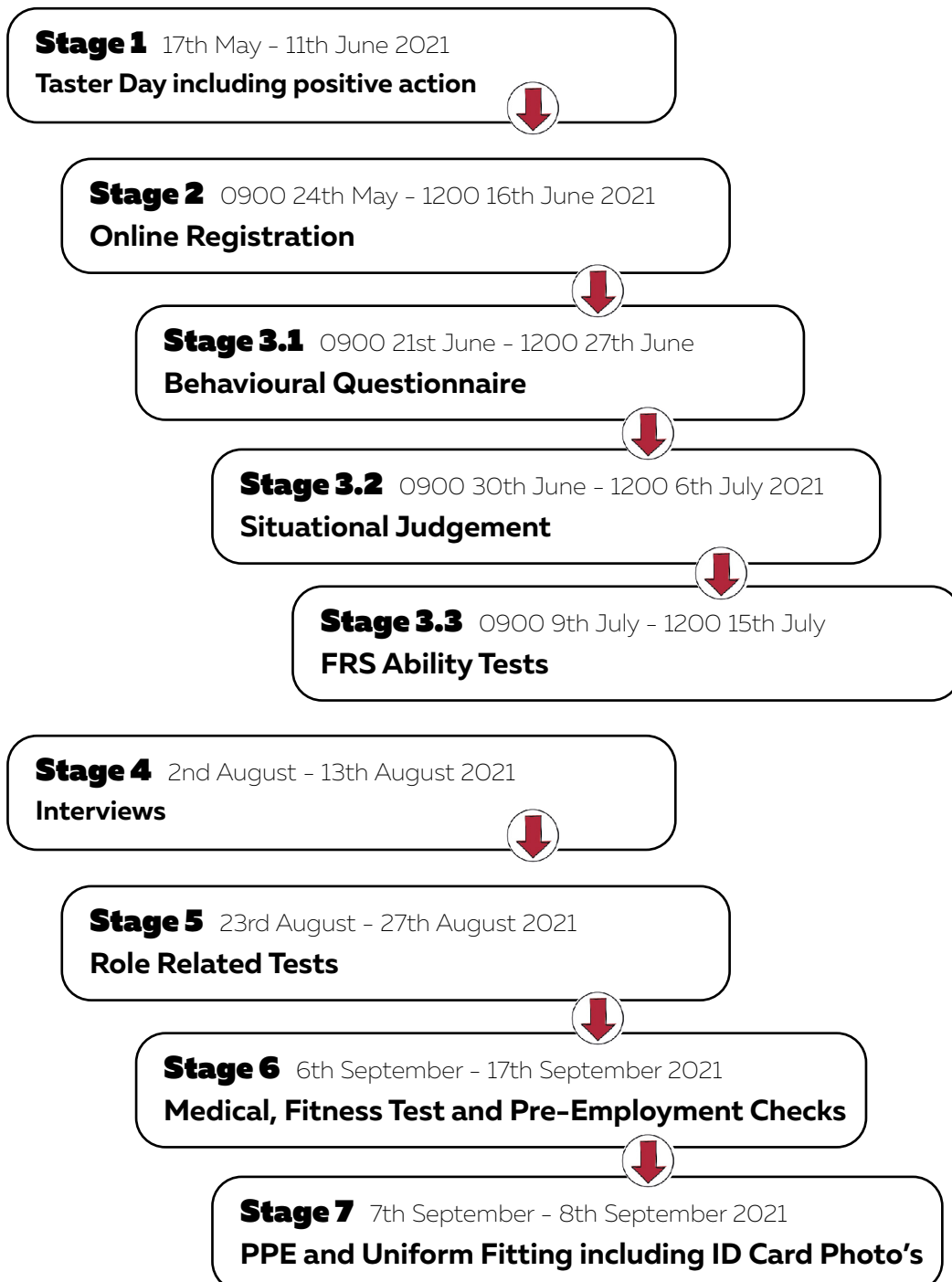
If you answered 'Yes' to the above, and you think that you have what it takes to protect the community, read the information provided and apply today!

Recruitment process

This selection process is robust and time limited, unfortunately we are unable to offer time extensions.

The following notes are designed to give you an understanding of the recruitment process, what you can expect and what will be expected of you.

Successful candidates will be informed by letter, with a view to start their 8 week basic training course on either the 25th October 2021 or the 3rd January 2022.



Stage 1 - Taster Day

- including positive action

This is your chance to have a go and find out if the role of Firefighter is to your expectations. On the day you will have the opportunity to try out some of the tasks that will be included in the Role Related Tests later in the process. You will also be able to learn more about the role from serving Firefighters on the day and ask any questions you may have.

There will be more information available about the whole process and what is involved, you will also be pointed in the right direction for any assistance you may need to develop yourself in preparation for the rest of the process.

The importance of attending one of our Taster Days cannot be understated, the chance to see what it takes to be a Firefighter is integral to the whole process. To find out more about our Have a Go Days visit <https://www.warwickshire.gov.uk/wholetimefirefighters>.

Of course if you decide, at this point, that the role isn't for you then that's fine, we hope you found the day interesting.

Stage 2 - Registration

So, once you have attended the Taster Day and realise how fantastic the role of a Firefighter is, it is time to officially register your interest.

All applicants must complete the registration and eligibility screening stage to formally start your application. This takes less than 15 minutes to complete and must be completed before the set closing date/time. From this time/date the online portal will be closed and no late registrations will be possible under any circumstances.

You will need to register your name, address, contact number, e-mail address (all communications will be by e-mail so it is critical that you use one e-mail address

only, and check this throughout the selection process) and National Insurance Number (please ensure you have this available when you register).

As part of the registration you will also be asked to give details relating to equality and diversity which is optional. We encourage you to complete this accurately as it provides us with useful information on the diversity statistics for all applications received.

There are certain essential criteria you will also be asked if you meet, which include:

- That you already obtain or will obtain a full driving licence within twelve months of joining the service if successful,
- Be entitled to permanently live and work in the UK without any restrictions,
- Be over the age of 18 years prior to the 25th October 2021.

You *must* ensure you read the questions carefully and answer them accurately, you cannot amend them once recorded. If you do not meet all the above criteria you are not eligible and will not be allowed to proceed with your application. These criteria are applied strictly and consistently and **no exceptions will be made**.

Therefore, please do not contact us to query the criteria, or seek to apply if you do not meet the basic eligibility requirements. ***If it is found at a later stage that you do not meet the essential criteria you will be automatically removed from the process.***

The online sifting process will be managed on behalf of Warwickshire Fire & Rescue Service by HR Solutions Hub Ltd, a professional service who specialise in administering the assessments and tests, which make up the sifting process.

Whilst you are participating in the sifting process, please check your e-mails daily, including trash/spam folders for instructions as to when and how to access the various stages. We need to adhere to a strict timetable and if you miss an e-mail this is your responsibility, **we will not extend deadlines under any circumstances**.

Once you have completed the registration and eligibility stage you will be informed on screen whether you have:

- Passed and will be contacted to progress as per the published process
- Failed and the reason why you have failed
- or that you have been referred to the HR Department of Warwickshire Fire &

Rescue Service because we require further information from you before deciding if you are eligible.

These outcomes are clearly explained and final and you do not have the right of appeal.

Stage 3 – Behaviour Questionnaire, Situational Judgement, & Ability Test

Stage 3.1 – Behaviour Questionnaire

If you have been successfully progressed onto this stage, you will receive an email from the Apollo system with a link to access the first stage of the assessment process which is an online Behavioral Styles Questionnaire. **The deadline to complete this questionnaire is 12:00hrs on 27th June 2021.** If you do not complete it before this time you will not be progressed further in the recruitment process. If you have passed you will be progressed to the next assessment which is a Situational Judgement Test. If you have failed your application will not be considered further.

Stage 3.2 – Situational Judgement Test

If you have successfully progressed onto this stage, you will receive an email from the Apollo system with a link to access the Situational Judgement Test. **The deadline to complete this questionnaire is 12:00hrs on 6th July 2021.** If you do not complete it before this time you will not be progressed further in the recruitment process. If you have passed you will be progressed to the next assessment which is the Fire Service Ability Tests. If you have failed your application will not be considered further.

Stage 3.3 – Fire Service Ability Tests

If you have successfully progressed onto this stage, you will receive an email from the **Test Partnership** system with a link to access the FRS Ability Tests. The ability tests comprises of 2 different tests:

- **Numerical reasoning** – You will be required to calculate basic numerical equations that are equivalent to GCSE level maths.
- **Verbal reasoning** – You will be required to answer questions on short passages of information. No prior knowledge is required.

The deadline to complete the tests is 1200 on 15th July 2021. If you do not complete it before this time you will not be progressed further in the recruitment process. You will be informed whether you have passed or failed these tests by email. If you have passed you will be contacted by Warwickshire Fire and Rescue, within a week, to advise of what they need you to do next. If you have failed, your application will not be considered further.

We strongly advise that you complete each stage as soon as possible and do not leave it until the actual deadline. **No extensions to any of the deadlines will be given.**

General Guidance and Information

All the online stages should be completed by ***yourself alone and unassisted*** on a computer, laptop or tablet. They are not compatible with a smartphone. You should ensure that you have a *stable internet connection* when accessing and completing all the online stages. **Checks may be undertaken at a later stage in the selection process to verify that you have completed these tests without assistance.**

Should you experience any IT issues accessing the online system during any of the online stages please email applicant.support@hrsolutionshub.co.uk for assistance. This support is available within 0900 and 1800, Monday to Friday only. Any emails received outside these hours will be responded to by 1200 on the next working day. Support is only available via email so please do not attempt to contact us by telephone.

As we receive many hundreds of applications, we will not be able to provide you with individual feedback on your results. Should you require any information during the online sifting process described above, you should refer to this guide as it will have all the information you need.

Stage 4 – Interviews

Upon successfully passing the online tests, you will be invited to attend an interview, which, will last approximately an hour. This will be our chance to get to know more about you and for you to tell us how you meet the requirements for the role. The panel will be made up of a minimum of 2 panel members.

The questions you are asked during interview will be to explore in detail how you have demonstrated the expected behaviours/ values and used specific skills in your previous roles (paid or voluntary) and your approach to problems, tasks and challenges in everyday life.

The first part of your interview will be involve giving a short presentation on a subject matter provided to you. You will be informed of the materials and equipment available to you in your interview invite.

You may find it helpful to refer to online platforms or use YouTube videos to help you develop your interview technique. The interviews will be held: 2nd August – 13th August 2021 and candidates will be emailed inviting them to select an available date and time

Stage 5 – Role Related Tests

• Enclosed Space

Designed to assess confidence, agility and stamina. You will put on a facemask and with unobscured vision make your way through a crawl gallery. Once inside the crawl gallery you will have your vision obscured.



• Equipment Assembly

Designed to assess manual dexterity. A demonstration of the test is provided before having to assemble and disassemble a number of components to make an item of equipment.



• Equipment Carry

Designed to assess stamina, upper and lower body strength and coordination. You will carry items of equipment up and down a course between two cones placed 25m apart. The tests consists of:-

- Dragging a hose reel for 25 metres, then jogging back
- Carry 2 coiled hoses for 100 metres.
- Carry 1 coiled hose at chest height for 25 metres and then jog back 75 metres.
- Carry a 2.4 metre suction hose and basket strainer for 100m and jog back 100m.
- Pick up and carry a 30kg weight for 100m.

This test should be complete in around 5 minutes and 30 seconds.

To assist in increasing your fitness levels to prepare for this test, we have developed 6 30-minute videos that can be done in your own home. These Fire Fit videos are available on our [website](#).



• Ladder Lift

Designed to assess upper and lower body strength and coordination. You will raise the bar of a ladder lift simulator to the required height with a total lift load of 24kg.



• Ladder Climb with Leg Lock

Designed to assess confidence at heights. Wearing a safety harness, you are required to ascend two thirds of the way up a 13.5 metre ladder and secure yourself by hooking one leg through the ladder. You will be asked to lean backwards and outstretch your arms to the sides, then confirm a symbol being shown by the assessor at ground level.



- **Casualty Drag**

Designed to assess upper and lower body strength and coordination. You will drag a 55kg dummy backwards around a 30M course, by a carrying handle fixed to the dummy.



Stage 6 – Medical, Fitness test and Pre-Employment Checks

- **Medical**

We will need you to take a full medical assessment prior to joining us, which will be conducted by our occupational health provider. Prior to attending your medical, you should obtain a list of your vaccinations from your GP. If you have any concerns about meeting the eyesight standards, you are advised to obtain a report from a qualified optician.

As part of the medical, you will need to complete a questionnaire about your medical history and the following tests:

- Hearing test
- Lung function
- Eye test
- Blood pressure
- General tests based on your completed medical questionnaire.
- Drug and alcohol test

It is important that you do not complete any exercise or consume alcohol or caffeine immediately prior to the medical.

- **Treadmill Test** (Conducted alone)

This is a sub-maximal test, where the subject walks on a level treadmill and the speed is gradually increased to 3.9mph (6.2km/hr) when the test will commence. This is potentially a 12-minute test walking at a constant speed of 6.2km/hr with the treadmill gradient increased by 3% every two minutes. After 12 minutes the subject will have reached the required fitness standard of 42mlsO₂/kg/min.

- **Pre-Employment Checks**

If you are successful in all the previous stages, we will then make a conditional offer that is subject to several pre-employment checks. We will also ask you to complete an online DBS disclosure form. Once these checks are complete, we will be in a position to confirm an offer of employment.

Stage 7 – PPE & Uniform Fitting including ID Card Photo's

Offers of employment will be made as vacancies arise and your details may be placed on a holding list. If you are successful at all stages of the recruitment process, there are a number of checks that we will undertake to confirm:

- Your identity
- Your right to work in the United Kingdom
- Any criminal convictions.
- You will need to provide at least 2 references, which must be Employer, Professional or Academic references.
- An enhanced Disclosure Barring Service (DBS) check will be undertaken.

If any part of your pre-employment checks do not meet the required standards, we will be unable to confirm your appointment and any offer will be withdrawn without notice.

Successful candidates will start an 8 week initial recruits' course which will be taking place, on either the 25th October 2021 –or the 3rd January 2022.

We would like to take the opportunity to wish you every success throughout the recruitment process.

GDPR Statement

How we use your data.

- We will hold and process your data for the purpose of administrating the selection process for wholetime firefighters.
- We are committed to protecting your data and it will only be used for the purpose of recruitment.
- We will hold your data in line with our current retention schedules after which time it will be permanently deleted.
- You have the right to withdraw your consent for us to hold your data at any time. This can be done by emailing ffrecruitment@warwickshire.gov.uk.