

## **Wholetime Firefighter (Apprenticeship) – Reasonable adjustment guidance**

Nottinghamshire Fire and Rescue Service (NFRS) aim to promote a culture of equality for all people and one strand of this is to provide barrier free access for disabled applicants. As a Disability Confident employer, we are committed to ensuring all applicants have an equal opportunity in accessing our vacancies and this document provides guidance on reasonable adjustments in the wholetime firefighter application process.

It is important to define what we mean by:

**Disability**, a physical or a mental impairment which has a substantial and long-term adverse impact on a person's ability to do normal day to day activities.

**Reasonable adjustment**, a measure to remove or minimise disadvantage experienced by a disabled person.

Please tell us, within the space provided of the application form, if there are measures we can take in any part of the application process to remove potential disadvantage.

Some examples of adjustments may include:

- Additional time for interview.
- A preferred format of communication in the correspondence you receive from us.
- The way instructions are provided to you within the JRTs.
- Format of information within the JRTs.

The following bullets detail the stages of the recruitment process:

- An application form
- Physical Job Related Tests, including:
  - Bleep test, Confined Space test, Equipment Carry, Equipment Assembly, Hose Running, Ladder Lift, Ladder Climb.
  - Please click [here](#) to find out more about these tests.
- Assessment Centre – Face to face interview, presentation and group work
- Swimming and Full Medical
- Baseline Personnel Security Standard Check
- Reference and Disclosure and Barring Service checks

### **It should be noted that all tests must be undertaken.**

Evidence of the condition or disability which means the reasonable adjustments asked for are necessary, in most cases will be requested. This could include, a dyslexia report, letter from a relevant professional or other supportive documentation.

## **Trainees Course (12 – 14 weeks)**

The trainee course is made up of several elements/modules that all trainees must complete to successfully pass the course. This includes an induction, team building, basic skills, ladders, water first responder, safe working at height, extrication, breathing apparatus, fire protection and investigation, ops awareness. Throughout this input there are a series of written and practical assessments that must be passed. Trainees receive the content via several methods but predominantly these are based around classroom input, practical sessions on the training yard and working at remote locations.

If there are any reasonable adjustments you may require to complete the course, it will help us to know your requirements and be provided with any necessary associated documentation upon being successfully appointed in the recruitment process.

Some examples of adjustments may include:

- A reader or scribe in assessments
- The format of information we use to communicate

## **Apprenticeship**

After the initial training course, the firefighter apprenticeship continues for the first two years of employment, it is a structured learning pathway aligned with the role of a firefighter. It involves a programme of formal training and work-based development which provide the training to achieve the competencies to undertake the wide range of functions expected of firefighters in a modern fire and rescue service.

Please inform us of any reasonable adjustments you may need during the apprenticeship program.

If you have any enquiries further to reading this document, please contact us via [HumanResources@notts-fire.gov.uk](mailto:HumanResources@notts-fire.gov.uk).