Appendix C

Eligibility

Can you volunteer with Warwickshire Police and West Mercia Police?

Age
You must be aged 17+. There is no upper age limit for volunteers.

Conflict of Interest
Applications will not be accepted from individuals where there is a significant possibility that this could lead to a conflict of interest in your professional life or another volunteering role. You must therefore give full details of your current employment or other voluntary work you do, as part of your application. Occupations that are considered incompatible with becoming a volunteer include (this list is not exhaustive):-

Members of Police Authorities
Magistrates, Clerks to Justice & Clerks to Court
Members of County or District Councils
Probation Officers
Bailiffs, Warrant Officers
Holders of liquor licences & managers of licensed houses
Licensees of betting/gaming premises
Private Detectives & Inquiry Agents
Security Officers, Guards & Door People
Members of Employer’s Police Forces & Private Constabularies
Civilian Detention Officers (employed by Police Authorities)
Custody Officer’s & Custody Escort Officers
Civil Enforcement Officer
Neighbourhood Wardens
Members of the full-time Fire Service
Members of the Armed Forces

The following occupations may also be considered incompatible for particular volunteer roles. (This list is not exhaustive):-

Members of Medical & Health Professions
Occupations with client privilege
Youth Workers and Social Workers
Employees of Security Organisations
Volunteers from Overseas

If you are from the UK, the European Union, Iceland, Norway, Liechtenstein or Switzerland there are no restrictions on you volunteering with Warwickshire Police/ West Mercia Police. However, if you are from outside the European Economic Area (EEA), you are not allowed to take up work, paid or unpaid, which includes volunteering, without a valid work permit. Your status is indicated in your passport or in a letter of status and if you are from outside the EEA you must bring either of these documents with you when invited to an interview.

Due to the vetting requirements necessary before volunteering or having access to premises or assets within Warwickshire Police/West Mercia Police, it is difficult to complete thorough checks on individuals who have not been resident in the United Kingdom for the previous three years.

Therefore, except in very exceptional circumstances, three year residency is an essential requirement.

Vetting Procedures

Whilst volunteering with Warwickshire Police and West Mercia Police, individuals may be exposed to confidential and sensitive information. All volunteers are subject to the Data Protection Act and Officials Secrets Act, and it is therefore important that every reasonable precaution is taken to ensure the reliability and integrity of individuals joining the organisations. For this reason you, your family and others who live at your address will be subject to a detailed vetting process. A vetting form will be sent to you once Warwickshire Police/West Mercia Police has received your application form. Full guidance on how to complete the vetting forms and frequently asked questions are provided with the forms.

Tattoos and Facial Piercings

In order to comply with health and safety legislation and in accordance with the Warwickshire Police and West Mercia Police Code of Conduct, you must let us know whether you have any tattoos on your face, neck, forearms or hands and/or facial piercings. These may prevent you from becoming a volunteer or influence the location of your volunteering activity. Tattoos containing images perceived to depict violence; sexist, racist or homophobic meaning will not be acceptable. Facial piercings may compromise health and safety legislation for particular roles and it is therefore necessary to have details of any facial piercings that you may have.

References

You must provide us with the names and full addresses of 2 people, not relatives, who are prepared to provide a character reference. Where possible please include your current or most recent employer or volunteering organisation as a reference. If you are using a friend to act as a reference please state on the form how you know them. **We do not accept references that are sent with the application form.**
Applicants with Disabilities
Individuals with a disability can provide their application in a different format to the standard application form. If you require any reasonable adjustments in order to apply or attend an interview, please contact your local volunteer coordinator for assistance.

Data Protection
The information you give will be stored on a computer for which registration has been made under the Data Protection Act. This information will not be used for any purposes other than monitoring which will be carried out by the Human Resources department.

If you go on to become a member of Warwickshire Police or West Mercia Police your details will be kept in a personal file.

Warwickshire Police and West Mercia Police retain the right to refuse acceptance of those applicants who do not meet the selection criteria and where appropriate, reject an application without giving a reason.