



London Search & Rescue

Application Information Pack

Introduction

Thank you for your interest in London Search & Rescue (LONSAR). Being a member of our organisation can be both very rewarding but also occasionally challenging, so we ask you to read carefully this document, which gives information about our organisation, before completing the enquiry form.

If you decide to proceed, in response to your enquiry you will receive an application form and supporting documents, and details of the next Information Evening. Document should be returned to recruitment@londonsar.com.

Paper versions are available on request – please contact: London Search and Rescue, c/o 42 The Chase, Norbury, London SW16 3AD.

Please be aware that, should you be successful at the interview stage of the process, you will be invited to attend our next Search Technician course which will take place over four weekends plus designated mandatory training evenings. The details and dates of the course will be explained during your information evening.

Thank you for your interest.

Steve McGowan
Operations Director

Team Background

London Search & Rescue (LONSAR) is an entirely voluntary lowland search and rescue organisation providing vital Search and Rescue services to local Police forces and other agencies. Its members share a common interest in providing this lifesaving service for the people of London, 24 hours a day, 365 days of the year.

Today the team consists of around 85 members from all walks of life and locations across London and our neighbouring counties. We pride ourselves in consistently providing a first-class professional Search and Rescue service whenever and wherever we are called upon to do so. This is achieved through the commitment each member makes to continuous training in the core skills of Search and Rescue. In addition to this, many members train in the advanced capabilities of Casualty Care, Navigation, Mountain Bike Search, Search Dog Support, Radio User and Water Bank Search.

London Search and Rescue is a registered charity that provides teams of qualified search technicians. We are deployed by the Metropolitan Police but can also be called to assist other Lowland Rescue search teams and organisations in the UK.

We are called upon to search for high risk vulnerable missing persons, people who under normal circumstances may not be able to look after themselves: this includes children, older adults with dementia, Alzheimer's or people with learning disabilities. We also get many calls to search for people who are depressed or suicidal. We provide a Search Control, qualified Search Managers and Search Teams.

Who Can Join LONSAR

London Search and Rescue is an equal opportunities organisation. Any person who is over 18 and under 70 may apply for membership.

Due to the nature of our work we do require that operational searchers are fit enough to carry out the duties of a search team member. The ability to walk on uneven terrain, which includes farmland, forests and open downland, in both summer and winter conditions, is a requirement, and you will be required to complete an annual fitness test (5 miles in 2 hours).

Also, due to the sensitive and confidential nature of vulnerable missing person cases, all members must be trustworthy and have high levels of integrity, so all members are required to pass a Disclosure and Barring Service (DBS) check before joining.

Being a member of a search and rescue organisation is a significant commitment that should not be taken lightly. Although we accept that we are all volunteers and have work, family and social obligations that sometimes preclude us taking part as much as we would like, LONSAR cannot compromise the maintenance of its high standards and operational capabilities. As a functional member, you should endeavour to make a commitment to attend searches when available and undergo as much training as possible. Currently, core training nights are generally twice a month and one Sunday a month.

London Search and Rescue also welcomes 'non-operational' members to assist in many different roles, such as fundraising, administration, etc.

Training

We provide training for operational search members in a range of subjects, recognised with a Skill for Justice (SFJ) Search Technician qualification.

- Basic Search Techniques
- Bank (Water) Techniques
- Emergency First Aid up to First Responder Tier D
- Radio Communication
- Scene of Crime Preservation
- NNAS Bronze Navigation Skills
- GPS training
- Watercraft Search and Rescue techniques
- Search Dog Training
- Search Dog Support role
- Mountain Bike Search
- Search Technician (to national Lowland Rescue standards)
- Team Leader course (to national Lowland Rescue standards)
- Operations Manager course (to national Lowland Rescue standards)
- Search Planner course (to national Lowland Rescue standards)
- Search Manager course (to national Lowland Rescue standards)

Sponsorship

We are always looking for sponsorship. This takes many forms, and some local organisations and businesses provide services and equipment. If you can help, please contact us to discuss what may be on offer.

London Search and Rescue is a registered charity and entirely community supported. To keep the team operational and trained currently requires approximately £30,000 per year. This money comes partly from various grants and the rest from donations. All members are expected to assist in our fundraising efforts.

Team funds must cover the maintenance, repair and replacement of:

- Team equipment – vehicles, control trailer, technical rescue kit, stretchers, personal protective clothing
- Medical/casualty care equipment and supplies

As well as the above we must fund:

- Continuous training of team personnel
- General running costs, insurance, administration, fuel etc.

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Recruitment and Training Process

1. The Recruitment Team will initially acknowledge enquiries and process all applications to join LONSAR.

Enquirers will be sent the following documents:

- a) Application Form
 - b) LONSAR Code of Conduct
 - c) LONSAR Confidentiality Agreement
 - d) LONSAR Membership Commitment
 - e) Equal Opportunities form
 - f) Role and Person Specifications
 - g) Medical Questionnaire – sent on receipt of the above forms, from the Medical Lead.
2. Following the Information Evening and receipt of application forms, the applicant will be invited to an interview during which their application to join the Team, their place within the Team and their capability in terms of personal skills and commitment, will be explored. Interviews will be arranged at the earliest opportunity; if the interview is not held within 8 weeks of the application being received, they will be advised of the reason why.
 3. Following the interview, applicants will be informed in writing by the HR Lead as to the decision made:

--- if successful, the candidate will be invited to attend the next Search Technicians' course, and DBS vetting will take place. Please note:

- **candidates will not be allowed to begin the course until the medical form has been received**
- **Candidates will not be allowed to complete the course until they have been DBS vetted**

--- if unsuccessful, reasons for this will be provided. If it is considered that the candidate may be able to support the team in other ways this will be highlighted.

4. Candidates attending the course are subject to continuous assessment and, if any areas for development are identified, the candidate will be informed. The Training Lead will retain a brief written report for each candidate, a copy of which will be available to them on request.

Those who successfully complete the Search Technicians' course will then be invited to join the Team as a Trainee Member. Trainee members will be added to the Call-Out list and can take part in operational searches.

Once on the Call-Out list, ongoing commitment and skill levels will be assessed during the training period.

4. Following completion of the course, Trainees will be given 3 months to satisfy the requirements of Full Team membership. Trainee members will be supplied with basic personal protection equipment by the Logistics Officer on successful completion of the Search Technician's course.
5. At the end of the 3-month training period the Training Lead will review the progress of each trainee and make recommendations to the Senior Leadership Team as to those who should be accepted as Full Team members.
6. The Training Lead will then confirm the decision made by the Senior Leadership Team to the candidate.
7. **Notes:**

Trainee members will be expected to demonstrate a minimum commitment – 75% of all training nights

At any stage in the process, the Committee has the right to reserve judgment as to the suitability of the individual concerned

Membership is subject to an annual membership fee

London Search and Rescue

<http://www.londonsar.com>

Registered Address:

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