

<b>Title of Standard</b>	Code of Ethics		
<b>Business Area/Capability</b>	Leadership		
<b>Sponsoring NFCC Committee</b>	NFCC People Programme		
<b>Date of approval</b>	[for office use]	<b>Date of Issue</b>	[for office use]
<b>Reference Number</b>	[for office use]	<b>Review Date</b>	[for office use]
<b>Desired Outcome</b>			
<p>A fire and rescue service that has embedded the Core Code of Ethics for Fire and Rescue Service (core code) across all its activities. Evidenced by the attitudes, professional behaviours, conduct of its employees and those working within, or on behalf of, the service as well as operating corporate ethical business practices.</p> <p>One whose leaders, governing body and employees are committed to the ethics and professional behaviours contained in the core code.</p>			
<b>What is required to meet the Fire Standard</b>			
<p>A fire and rescue service must:</p> <ul style="list-style-type: none"> <li>• Embed the core code in its written materials and all communications demonstrating that the service complies fully with the core code at both an individual and corporate business practice level.</li> <li>• Ensure all employees and those working within, or on behalf of, the service (such as consultants, external providers, and volunteers) understand and appreciate the core code and their responsibilities in upholding it.</li> <li>• Ensure all employees and those working within, or on behalf of, the service conduct themselves in accordance with the core code and promote its adoption.</li> <li>• Not detract from the core code.</li> </ul> <p>A fire and rescue service should:</p> <ul style="list-style-type: none"> <li>• Encourage its leaders, members of its governing body and employees to demonstrate their commitment to the core code.</li> <li>• Provide training and support to help its leaders, members of its governing body and employees to fully apply the core code in their service.</li> <li>• Ensure the attitudes, professional behaviours and conduct within the core code are reflected in policies and procedures that govern how the service manages and supports its workforce.</li> <li>• Be able to evidence clear application of the core code by the service.</li> </ul>			

<ul style="list-style-type: none"> <li>• Designate a senior leader who is responsible for promoting the core code throughout the service and ensuring that those working within, or on behalf of, the service understand its contents and what is expected of them.</li> </ul> <p>A fire and rescue service may:</p> <ul style="list-style-type: none"> <li>• Add to the core code at a service level.</li> </ul>
<b>Legal Requirements or mandatory duties</b>
<ul style="list-style-type: none"> <li>• <a href="#">Equality Act</a> <ul style="list-style-type: none"> <li>○ <a href="#">Public Sector Equality Duty</a></li> </ul> </li> <li>• <a href="#">Local Audit and Accountability Act</a></li> <li>• <a href="#">The Accounts and Audits Regulations</a></li> </ul>
<b>Expected benefits of achieving the Fire Standard</b>
<ul style="list-style-type: none"> <li>• National consistency in ethical behaviour</li> <li>• Enhanced professionalism within the service</li> <li>• A more positive working culture is generated</li> <li>• Improved trust and reputation of the service.</li> </ul>
<b>Linked qualifications, accreditations, or Fire Standards</b>
<p>This Fire Standard and the core code underpin all Fire Standards.</p> <p>Currently there are no specific or linked qualifications and accreditations for this Fire Standard.</p>
<b>Guidance and supporting information</b>
<p>Core Code of Ethics for Fire and Rescue Services [Link to be updated once published and approved]</p> <p><a href="#">CIPFA Principles of Good Governance</a></p>

Note: Please contact the Fire Standards team within the NFCC CPO for any queries or support with regards to the use or completion of this template [contact@firestandards.org.uk](mailto:contact@firestandards.org.uk)