

LEADERSHIP FIRE STANDARDS: SUPPORTING INFORMATION

Background Information

Many thanks for taking part in the Leadership and People Fire Standards consultation. Both fire standards have been developed to bring clarity about leadership roles and to establish expectations of leaders in leading their service and their people. They have been assessed against and aligned to a variety of professional leadership standards.

Purpose of the Leadership and People Fire Standards

The **Leading the Service Fire Standard** was developed with the objective of clarifying the good practices, strategic planning and direction required to achieve an effective, efficient and legally compliant organisation with a positive working culture. The standard aims to highlight the key areas of corporate activity and assurance that leaders (including senior leaders) are responsible and accountable for, indicating the behaviours that should be role modelled to achieve this. A service that achieves this standard should be considered a well-led organisation because of the good leadership that is in place and is seen as an employer of choice, delivering excellence to the public.

The **Leading and Developing People Fire Standard** was developed with the objective of clarifying how a service should manage the employee lifecycle (e.g., recruitment, training, development and management) supported by both the leaders and the people within it to achieve and maintain a competent workforce. This would be underpinned by good people management policies, procedures and practices. A service that achieves this standard should be considered one that is assured by the competency of its employees. It has an environment where people feel looked after and valued and where leadership at all levels is embraced and talent is identified and nurtured.

Responding to the Survey

For those who work for a fire and rescue service only:

When responding to the survey, you may wish to consider engaging those in the following job roles to add value to your feedback:

- **Leading the Service Fire Standard:** all those in leadership roles
- **Leading and Developing People Fire Standard:** those in HR roles such as HR Manager and/or Business Partner

Terminology

To assist understanding of the **Leading the Service** and **Leading and Developing People Fire Standards**, clarifications on some of the terminology used has been drafted below.

These terms will form a glossary upon publication. You will be given the opportunity to comment and suggest additional terms for clarification in the consultation survey.

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Senior leaders

Those with strategic responsibilities. In some services this may be the Chief Fire Officer, Deputy Chief Fire Officer, Assistant Chief Fire Officer, Area Managers and equivalent. In other services, this may also include Group Managers and other leaders. For clarification, a senior leader is whomever the Chief Fire Officer determines.

Vision

A statement, document or strategy that outlines a services objectives to deliver excellence to the public and how it will reach those objectives. This may be called something different in each service.

Inclusive/inclusivity

Providing a space where everyone has equal access to opportunities, resources and information and where everyone feels valued and accepted. Everyone should be able to contribute and have a voice. This may mean making reasonable adjustments to facilitate participation.

[Source](#)

Diverse/Diversity

Recognising the benefits of different values, abilities, and perspectives, and celebrating people's differences. Promoting an environment that welcomes and values diverse backgrounds, thinking, skills and experience.

[Source](#)

Equality

Making sure that everyone is treated fairly and with dignity and respect. It means challenging discrimination and removing barriers, so that everyone has opportunities to achieve their desired outcomes.

[Source](#)

Equality of access

This is the provision of equal access to services and employment for all.

Entry routes

These are the various routes and schemes used to recruit employees. Some examples may be Direct Entry Schemes and Apprenticeships.