

Title of Standard	Code of Ethics	
Review Date	May 2025	
<u>CURRENT FIRE STANDARD</u>		<u>PROPOSED AMENDMENTS TO CODE OF ETHICS FIRE STANDARD</u>
Desired Outcome		
<p>A fire and rescue service which has embedded and is committed to the ethical principles and professional behaviours contained in the Core Code of Ethics (Core Code) and in so doing generates a more positive working culture and continuously improves the quality of service to the public.</p> <p>This is evidenced by the attitudes and conduct of those who lead and all who work for, or on behalf of, the service and that the service operates according to corporate ethical business practices.</p>		<p>A fire and rescue service where its members respect and follow the five principles of the Core Code of Ethics (Core Code). This is demonstrated in their service delivery to the public and builds community trust and confidence.</p> <p>The principles of the Core Code are represented within policies and processes and are at the heart of day-to-day activity.</p> <p>Leaders are accountable for the culture within their service and strive to continuously learn about, monitor and improve this. They display and promote good behaviours and challenge conduct that is inconsistent with the Core Code. This is evidenced by the attitude and conduct of those who lead and all who work for, or on behalf of, the service.</p> <p>All those who lead and work on behalf of a service display and promote good behaviours.</p>
What is required to meet the Fire Standard		
<p>A fire and rescue service must:</p> <ol style="list-style-type: none"> adopt and embed the Core Code to demonstrate that the service is fully committed and compliant at both an individual and corporate level. 		<p>A fire and rescue service must:</p> <ol style="list-style-type: none"> Proactively adopt the Core Code and be able to demonstrate that the service is fully committed to fulfilling it;

<ol style="list-style-type: none"> 2. Ensure the attitudes, professional behaviours and conduct described within the Core Code are reflected in its decision-making, policies, procedures, processes, and associated guidance that govern how the service manages and supports its workforce. 3. Provide training and support to all those who work for, or on behalf of, a service to achieve their understanding of the Core Code and an appreciation of their responsibilities in adhering to it. 4. Not detract from the Core Code. <p>Those who lead services and those who work for, or on behalf of, the service must:</p> <ol style="list-style-type: none"> 5. Understand, respect, and follow the principles of the Core Code and demonstrate this by their commitment to it and their responsibility for upholding it. 6. Conduct themselves in accordance with the Core Code. <p>Those responsible for the governance of fire and rescue services, whilst complying with their own ethical codes must:</p> <ol style="list-style-type: none"> 7. hold the Chief Fire Officer to account for the implementation of the Core Code at a local level; 8. play a proactive role in challenging behaviour inconsistent with the Core Code; and 9. ensure strategies, policies and performance measures are in place to promote and embed a positive and inclusive culture. <p>A fire and rescue service should:</p> <ol style="list-style-type: none"> 10. Designate a senior leader who is responsible for promoting the Core Code throughout the service and ensuring that all those who 	<ol style="list-style-type: none"> 2. Demonstrate how the Core Code is embedded into its decision-making, policies, procedures, processes, and associated guidance; 3. Provide training and support to all those who work for, or on behalf of, a service to ensure they fully understand their responsibilities in upholding the Core Code; 4. ensure strategies, policies and performance measures are in place to promote and bed a positive and inclusive culture; and 5. Monitor and measure performance in relation to culture and the Core Code so that outcomes can be evaluated and learned from to continuously improve. <p>Everyone who works for, or on behalf of, the service must:</p> <ol style="list-style-type: none"> 6. Understand and respect the Core Code and their responsibility to role model this through their behaviour; and 7. Actively promote the principles of the Core Code and use mechanisms to safely challenge or raise concerns about behaviours that do not meet them <p>Those responsible for governing fire and rescue services must:</p> <ol style="list-style-type: none"> 8. Hold the Chief Fire Officer to account by scrutinising strategies, policies and plans and ensuring these are consistent with the Core Code; and 9. Play a proactive role in challenging and providing support to service leaders and each other on any behaviour that is inconsistent with the Code.
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work for, or on behalf of, the service understand its contents and what is expected of them.	10. conduct investigations and disciplinary procedures if these relate to a Principal Officer such as the Chief Fire Officer.”
Expected benefits of achieving the Fire Standard	
<ol style="list-style-type: none"> 1. Achieves greater consistency in ethical and professional behaviour throughout the service 2. Generates a more positive working culture, which embraces learning and is transparent and accountable 3. Improves trust in and reputation of the service 4. Enables all those who work for, or on behalf of, to challenge inappropriate behaviour and hold others to account for their actions 5. Improves the recruitment and retention of a workforce that is representative of the community it serves 6. Improves governance and leadership of the service 	<ol style="list-style-type: none"> 1. Improved ethical and professional behaviour and transparent ways of working throughout the service 2. Generates a more inclusive and respectful working culture 3. Improves trust in and reputation of the service 4. Enables all those who work for, or on behalf of the service, to challenge inappropriate behaviour and hold others to account for their actions, leading to a psychologically safe workplace 5. Improves the recruitment and retention of a workforce that is representative of the community it serves 6. Improves governance and leadership of the service
Legal requirements or mandatory duties	
<ul style="list-style-type: none"> • Equality Act <ul style="list-style-type: none"> – Public Sector Equality Duty • Local Audit and Accountability Act • The Accounts and Audits Regulations 	<ul style="list-style-type: none"> • Equality Act <ul style="list-style-type: none"> – Public Sector Equality Duty – Workers Protection (Amendment of Equality Act 2010) Act • Local Audit and Accountability Act • The Accounts and Audits Regulations • Employment Rights Act (Due to be enacted in 2026)
Linked qualifications, accreditations or Fire Standards	

<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>	<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>
<p>Guidance and supporting information</p>	
<ul style="list-style-type: none"> • Core Code of Ethics for Fire and Rescue Services • CIPFA Principles of Good Governance 	<ul style="list-style-type: none"> • Core Code of Ethics for Fire and Rescue Services • CIPFA Principles of Good Governance • NFCC Leadership Framework • Challenging Inappropriate Behaviour toolkit • NFCC Culture Dashboard Methodology Dashboard