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## **Core Code of Ethics in Humberside Fire & Rescue Service**

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# Looking back at what we had?



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Behaviors and Principles

Developed over 5 years ago by our staff;

Well embedded;

HMICFRS praised in 2019 – *‘The service has a set of values that are understood and demonstrated by staff at all levels’;*

Align well with the Core Code.



The Core Code of Ethics can be seen as building on our existing Principles and Behaviours rather than replacing them

# Core Code Specific Responsibilities



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**All Staff** – all staff should have an understanding of the Core code and maintain high standards of ethical behaviour within their working life.

**Supervisory and middle managers** – additionally it is incumbent on supervisory and middle managers to understand the impact of the Core Code on their specific responsibilities.

**Senior managers** – Senior managers within the FRS must have an in depth understanding of the contents of the Core Code. Senior managers include corporate management board members, area managers, heads of departments and heads of service.

**Fire Authority** – Those who govern FRSs will demonstrate their commitment to the Core Code by championing its use. This may include utilising the Core Code to inform FRS values and vision; monitoring and supporting its development and progress through effective scrutiny.

## Our Approach to Adoption



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- Siren Message from the CFO linked to National Launch 18th May;
- Chiefs video 21<sup>st</sup> May;
- Fire Authority constitution amended to reflect the Core Code 4<sup>th</sup> June HFA Meeting;
- Designated Senior leader at SLT 7<sup>th</sup> June – DCFO Shillito;
- Leadership Forum Overview – Chief to Station Manager Fire staff equivalent in attendance;
- E-Learning Module produced– mandatory for all staff;
- Establish adoption of Core Code as a Service Project led by Organisational Development working closely with Corporate Communications.
- Introduced to all Policy - specific inclusion when assessing for future recruitment.

# The Fire Standard Team



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**HUMBERSIDE**  
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Latest Personal Development Review (PDR) 8 March 2022

Fire Standards Home Fire Standards Documents Edit

+ New Page details Analytics

## Fire Standards

On this page you can view published Fire Standards and the HFRS Implementation Tools.

**Implementation Tools are spreadsheets used to assist HFRS in the planning and implementation of each standard.**

### Published Fire Standards

- Safeguarding
- Prevention
- Operational Learning
- Emergency Response Driving
- Code of Ethics

### HFRS Implementation Tools

- Protection
- Prevention
- Operational Preparedness
- Operational Learning
- Operational Competence
- Emergency Response Driving
- Community Risk Planning
- Code of Ethics

### Useful links

- YouTube | Fire Standards Board
- www.firestandards.org

### Fire Standards Board on Twitter

Fire Standards Board Retweeted

**Donna Bentley MBE** @donnajobentley

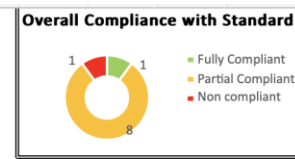
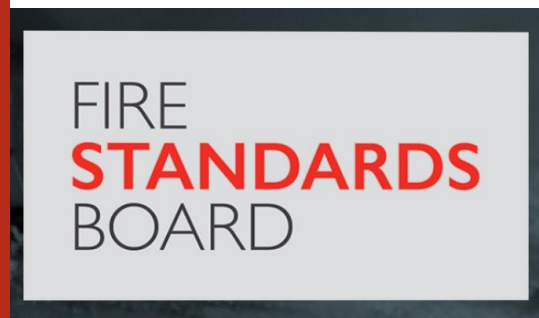
It was an absolute pleasure meeting with you @LornaJKing and really looking forward to reading the article @NFCC\_CPO @NFCC\_FireChiefs @NeilOdin @PhilGarrigan #safeguarding @FireStandards

https://twitter.com/LornaJKing/status/1499064081092956160

Mar 2, 2022

**Fire Standards Board** @FireStandards

Individual and corporate level.



		Priority			Impact			Compliance			Chart
		Low	Medium	High	Low	Medium	High	Fully Compliant	Partially Compliant	Non-compliant	
	... of fire and rescue ... own ethical codes ... account for the ... a local level;	0	0	5	0	0	5	4	1	0	
	... demonstrate that the ... liant at both an	0	3	17	0	3	17	13	7	0	
13	... individual and corporate level.	0	10	13	0	10	13	13	7	3	
14	A fire and rescue service must: 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.	1	4	4	1	4	4	6	3	0	
	A fire and rescue service must: 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	1	4	4	1	4	4	6	3	0	



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**Thank you**



