

The Fire Core Code of Ethics



NFCC
National Fire
Chiefs Council

**Local
Government
Association**



Association of
Police and Crime
Commissioners

The Journey So Far

Core Code of Ethics launch May 2021

Delivery of National Workshops and Survey

FRSs adopt the Core Code

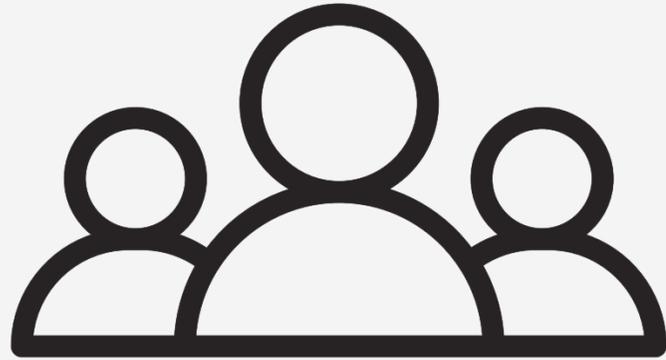
Importance of Governance Scrutiny

Praise and recognition from HMICFRS



Workshops

The role of the partners



**HMICFRS'
Recommendation**



Best Practice



National Survey

November 2022:

41 FRS in England responded

37 out of 41 have adopted the Core Code

33 FRS have revised local policies and procedures

to reflect the Core Code



**FRS have benchmarked themselves
against the Code of Ethics Fire
Standard Implementation toolkit and
Maturity Models**



The Inspectorate



Encouraged by the progress many have made in implementing this (the Core Code).

...we will continue to consider how well services have adopted the Core Code of Ethics for Fire... and demonstrate it in their cultures in our third round of inspections.

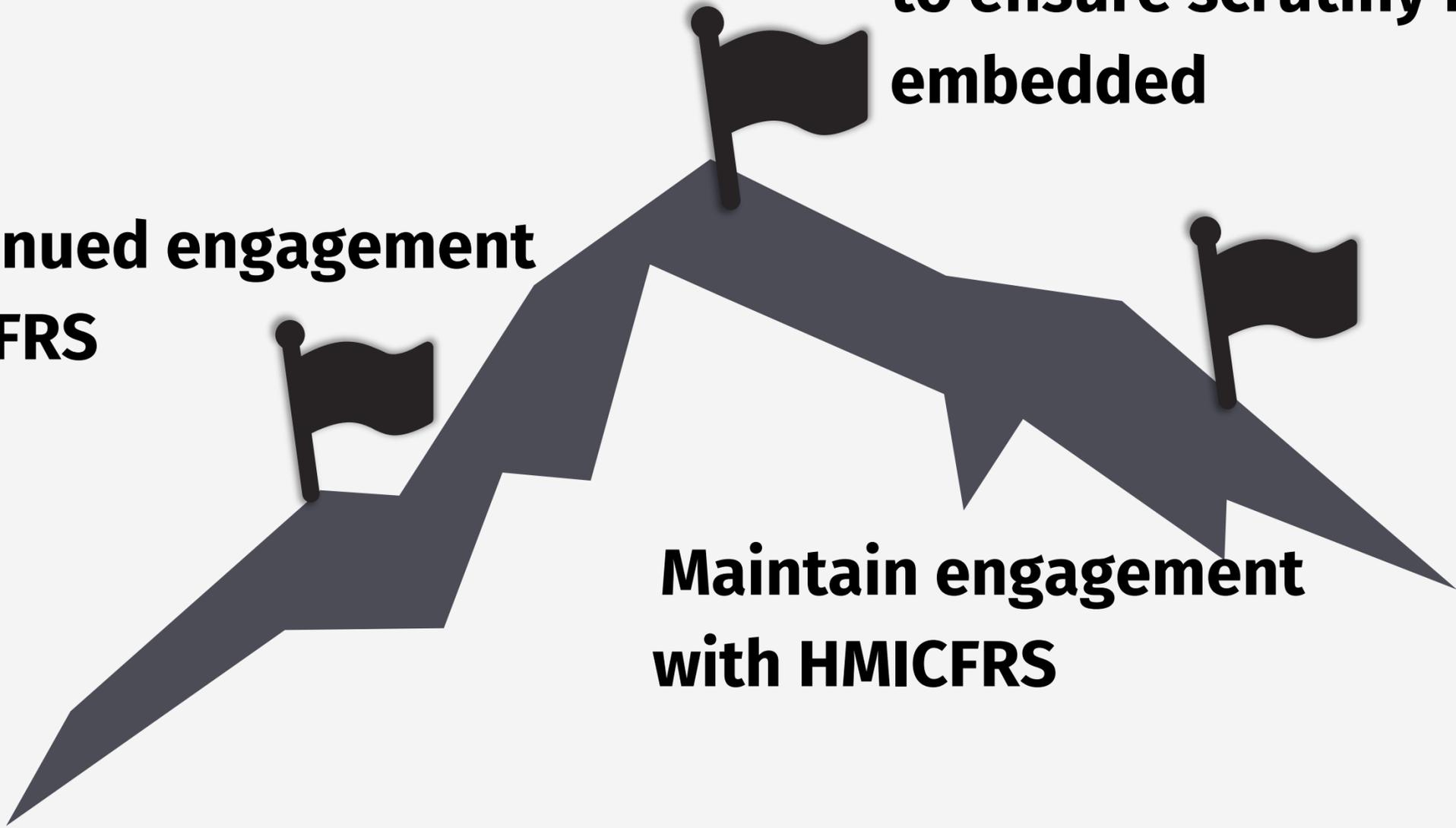


Next Steps

**Support governance bodies
to ensure scrutiny is
embedded**

**Continued engagement
with FRS**

**Maintain engagement
with HMICFRS**





HUMBERSIDE
Fire & Rescue Service

Core Code of Ethics in Humberside Fire & Rescue Service

Matt Sutcliffe
ACO – Service Improvement

Looking back at what we had?



Behaviors and Principles

Developed over 6 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

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

- Chiefs video 21st May;
- Fire Authority constitution amended to reflect the Core Code 4th June 2021 HFA Meeting;
- Designated Senior leader at SLT 7th June ;
- 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.
- Annual PDR Process for all staff feature CCoE

The Fire Standard Team

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
- Protection
- Operational Preparedness
- Operational Competence
- Community Risk Planning

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

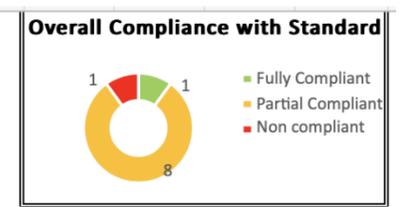
Donna Bentley MBE @donnajobentley

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

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		Priority			Impact			Compliance			Chart
		Low	Medium	High	Low	Medium	High	Fully Compliant	Partially Compliant	Non Compliant	
		0	0	5	0	0	5	4	1	0	
		0	3	17	0	3	17	13	7	0	
13	3	0	10	13	0	10	13	13	7	3	
14	4	1	4	4	1	4	4	6	3	0	

Thank you



County Durham and Darlington
Fire and Rescue Service

Core Code of Ethics

LGA Conference
March 2023

Sarah Nattrass



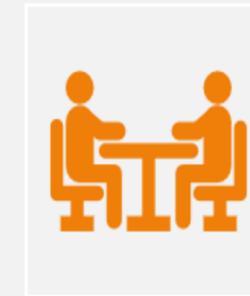
Implementation



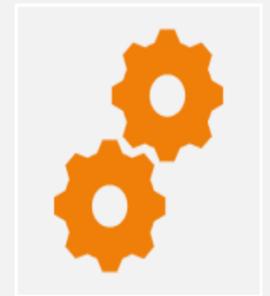
“The ethical principles will not replace our current values and behaviours but seek to complement and strengthen these across all areas”



Implement the CCOE into the Service and Fire Authority and integrate into processes and procedures.



Ensure effective communication with the workforce to develop understanding and outline the expectations of the CCOE.



Design a range of effective tools to support implementation and understanding.

Embedding



Key activities:

- Included references to the CCOE in the CRMP and other strategic documents.
- Amended the Constitution to include the CCOE.
- Aligned the CCOE to our values and behaviours framework.



Embedding



Key activities continued:

- Reviewed our 'Being the Best' handbook and reissued to all staff and new employees.
- Reviewed key procedures to ensure the CCOE was included.
- Amended the appraisal system to include CCOE compliance.



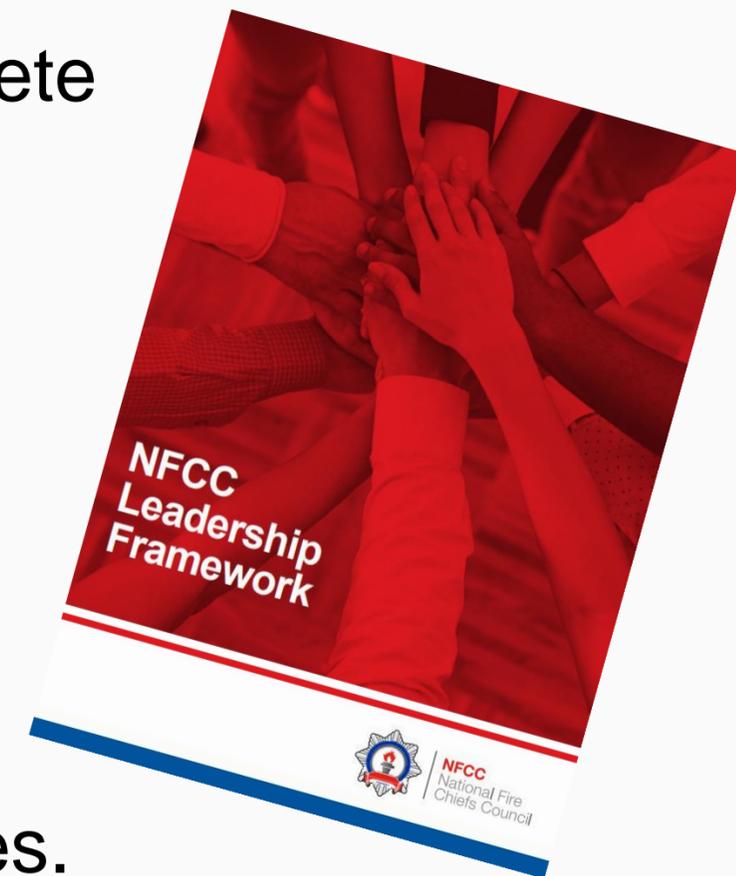
Embedding



Key activities continued:

- Designed e-learning modules for all staff to complete linked to the Leadership Framework.

Module	Relevant for	Leadership Reference	Framework
Code of Ethics – Employee	All staff in non-managerial roles	Leading Self	
Code of Ethics – Line Manager	All line managers	Leading Others, Leading Function	
Code of Ethics – Senior Manager	Service Leadership Team	Leading Service	



- Ethical leadership included in Leadership Programmes.



FIRE & RESCUE

Communication





Measuring Progress

- Learnpro – Staff Completion Rates
- Compliance via Appraisal
- CFA Member Compliance
- Leadership Development Programmes
- Culture Survey
- Confidential Reporting Line
- Code of Ethics Fire Standard



Questions?



Thank You



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