

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

STANDARDS COMMITTEE

14 DECEMBER 2009

1. **FIRE SERVICE CORE VALUES**

Report of the Chief Fire Officer.

RECOMMENDED

THAT the Standards Committee note this report.

2. **PURPOSE OF REPORT**

This report is submitted to inform the Standards Committee about the Core Values in the West Midlands Fire Service (WMFS).

3. **BACKGROUND**

- 3.1 In December 2004 Chief Fire Officers' Association (CFOA) published recommendations for Core Values for the UK Fire and Rescue Services. This was the result of joint working across the country. The concept behind them was to link the strands of modernisation and help define what is expected of individuals.
- 3.2 Some Fire and Rescue Services adopted the early versions of the Core Values but the West Midlands Fire Service adopted the current Core Values in 2006. The final version was agreed in September 2006 and went to Corporate Board on 10 October 2006.
- 3.3 Although the Core Values are, in principle, a national set of values for all UK Fire and Rescue Services, each organisation is allowed to reword or alter them to fit local need/culture. This has resulted in some variation across different Fire and Rescue Services. Early versions included Values based around 'Fairness.' The WMFS did not adopt these as it was felt that the term 'Fair' was too subjective. The Service currently has four Core Values: Improvement, People, Diversity and Service to the Community (Integrated Personal Development Scheme (IPDS)) but they are often displayed in a different order. A full list with the statements for each of the four Values is attached in Appendix 1.

- 3.4 The 'Values' set the cultural context in the way the organisation works. The Core Values are embedded in the organisation via various methods which include posters, articles in Firepower magazine and 'Living the Values' Training. This is a standard training session which is being delivered across the Service on a rolling programme of two crews plus six support staff per week plus extra courses on request. All watches will have received this training by December 2010. The Core Values are also embedded into key documents such as the Corporate Strategy, see Appendix 2 attached.
- 3.5 There is a strong link between the Core Values and the Equality Standard for Local Government. They are not formally linked as the current Equality Standard which is used is the same as the one used for Local Government. It is not therefore specific for Fire and Rescue Services. A draft Equality Standard specifically for Fire and Rescue Services is currently under development nationally which links more closely to the Fire Service Core Values.

4. **EQUALITY IMPACT ASSESSMENT**

In preparing this report an initial Equality Impact Assessment is not required and has not been carried out. The matters contained in this report will not lead to and/or do not relate to a policy change.

5. **LEGAL IMPLICATIONS**

The Fire and Rescue National Framework 2008-11 has a chapter regarding Diversity and Workforce. Within this chapter Core Values are specifically mentioned in paragraph 3.2 and 3.3.

The Core Values are also an integral feature of the Fire and Rescue Service Equalities and Diversity Strategy 2008-18, supporting the effective implementation of this Strategy.

6. **FINANCIAL IMPLICATIONS**

There are no financial implications arising from this report.

BACKGROUND PAPERS

Fire and Rescue Service National Framework 2008-11.
Fire and Rescue Service Equality and Diversity Strategy 2008-18.

VIJ RANDENIYA
CHIEF FIRE OFFICER

CORE VALUES

SERVICE TO THE COMMUNITY - We value service to the community by:-

- Working with all groups to reduce risk.
- Treating everyone equitably and with respect.
- Being answerable to those we serve.
- Striving for excellence in all we do.

PEOPLE - We value all our employees by practising and promoting:-

- Equity and respect.
- Recognition of merit.
- Honesty, integrity and mutual trust.
- Personal development.
- Co-operative and inclusive working.

DIVERSITY - We value diversity in the service and the community by:-

- Treating everyone equitably and with respect.
- Providing varying solutions for different needs and expectations.
- Promoting equal opportunities in employment and progression within the service.
- Challenging prejudice and discrimination.

IMPROVEMENT - We value improvement at all levels of the service by:-

- Accepting responsibility for our performance.
- Being open-minded.
- Considering criticism thoughtfully.
- Learning from our experience.
- Consulting others.

