

WEST MIDLANDS FIRE AND RESCUE AUTHORITY

APPOINTMENTS, STANDARDS AND APPEALS COMMITTEE

16 OCTOBER 2023

1. **IMPLEMENTATION OF CODE OF ETHICS NATIONAL FIRE STANDARD**

Report of the Chief Fire Officer

RECOMMENDED

- 1.1 THAT members of the Committee note their role and contribution in enabling the Service to achieve full compliance with Code of Ethics fire standard, the details of which will be set out in a presentation to the Committee.

2. **PURPOSE OF REPORT**

- 2.1 To provide guidance to members on the purpose of national fire standards and the approach the Service has taken to adopting them. As part of this guidance, specific information is provided on the Code of Ethics fire standard which members are required to contribute to enable for full compliance. In support of this, a presentation will be provided to the Committee at its meeting on 16 October 2023.

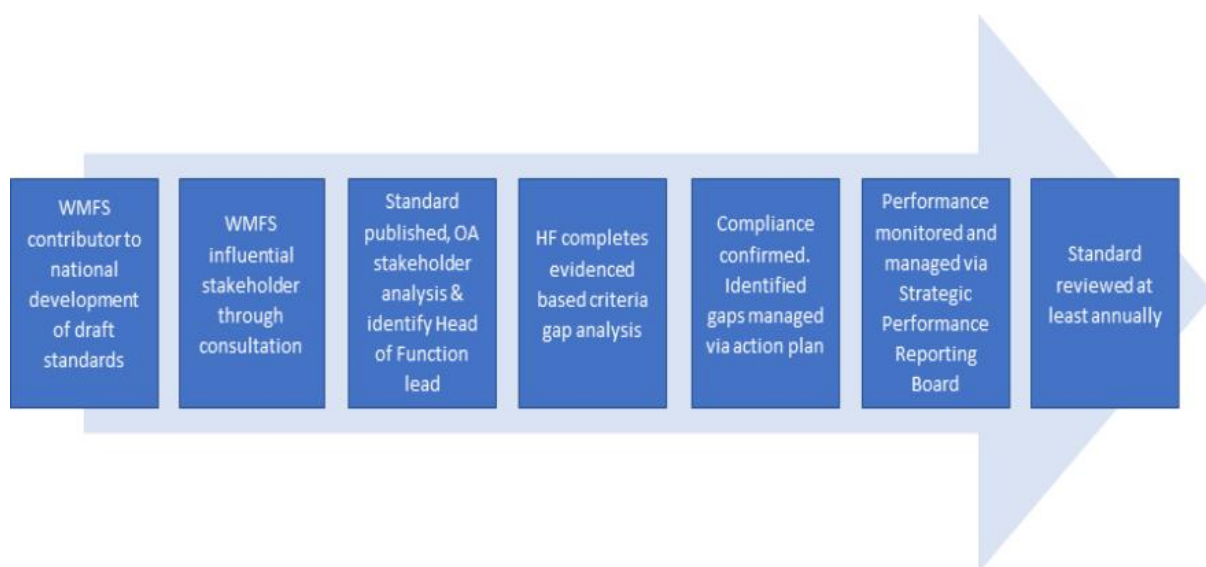
3. **BACKGROUND**

- 3.1 The National Chiefs' Fire Council (NFCC) Fire Standards Board (FSB) is responsible for the development and maintenance of national fire standards. Fire standards are intended to set out 'what good looks like' across the whole range of Service activity and must be adopted by all Fire and Rescue Services (FRS). Fire standards are designed to drive sector professionalism and continuous improvement and in achieving compliance against each fire standard, will enable the Service to transparently demonstrate excellence to our community, partners and stakeholders. As well as enabling for continuous improvement, the embedding of fire standards will provide:
- A benchmark against which performance can be measured.
 - Consistency and raise the performance bar across the sector.

- Transparency in performance.
- The opportunity to identify and adopt good practice and excellence enabling for sector wide improvement.

It is anticipated that the roll out of [fire standards](#) will be completed in March 2024.

- 3.2 West Midlands Fire Service (WMFS) recognises the importance of standards in improving sector performance and is committed to becoming fully compliant with all fire standards. In support of this, WMFS has contributed to the initial development of the majority of fire standards and has shaped and influenced the final content of each standard through its consultation responses. The Organisational Assurance Team (OA) has put in place the systems, structures and processes to ensure that Service can achieve full compliance with all standards and can monitor and review its performance in doing so. The diagram below summarises the Service's approach:



Code of Ethics Fire Standard

- 3.3 At the recent Member Development and Awareness session that took place on 3 July 2023, all WMFRA members were presented with an overview of the fire standards with a focus on the Code of Ethics fire standard. At the session it was communicated that to achieve compliance with the Code of Ethics fire standard, the Service must be able to evidence that those responsible for the governance of FRS:

- Hold the Chief Fire Officer to account for the implementation of the core code.
- Play a proactive role in challenging behaviour inconsistent with the core code.
- Ensure strategies and policies and performance measures are in place to promote and embed a positive and inclusive culture.

3.4 To enable the Service to be able to evidence compliance with the three criteria bullet points above, a presentation will be given to the Committee which covers the following areas:

- A walkthrough of the Core Code of Ethics for FRS, its intended purpose and outcomes.
- What the Service has done to date to implement the Core Code of Ethics and what the next steps are.
- The steps the Service has taken and will take to put in place strategies, policies and performance measures to promote and embed a positive and inclusive culture.

4. **EQUALITY IMPACT ASSESSMENT**

4.1 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 a policy change.

5. **LEGAL IMPLICATIONS**

5.1 The course of action recommended in this report does not raise issues which should be drawn to the attention of the Authority's Monitoring Officer.

6. **FINANCIAL IMPLICATIONS**

6.1 There are no direct financial implications arising from this report.

7. **ENVIRONMENTAL IMPLICATIONS**

7.1 There are no environmental implications arising from this report.

BACKGROUND PAPERS

- [Code Of Ethics Member Development and Awareness Session 3 July 2023](#)
- [Code of Ethics Fire Standard](#)
- [Core Code of Ethics for Fire and Rescue Services England](#)
- [Fire Standards](#)

The contact for this report is Area Manager Marc Hudson, Head of Portfolio. Contact Number 07973 810139.

Wayne Brown
Chief Fire Officer