



# Code of Ethics for Senior Managers at Kent Fire and Rescue Service

## Details

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## Introduction

As a senior manager at Kent Fire and Rescue Service, your role is crucial in maintaining ethical standards and promoting integrity within the organisation. You are responsible for your own behaviour and must understand and follow the Code of Ethical Conduct, which applies to all colleagues, and the Code of Ethics for Senior Managers.

## Guidance

Your responsibilities include:

1. Leading by example and promoting ethical behaviour.
2. Showing moral courage to do what is right, even when faced with criticism.
3. Being consistent in your actions and words.
4. Promoting transparency and fairness within the organisation.
5. Creating an environment that encourages feedback and challenges.
6. Being open to change and considerate of others' points of view.

The following articles describe an approach to your responsibilities, but they are not an exhaustive list. You are expected to use these codes to guide your behaviour both at work and in personal life.

- Article 1:** Exercise leadership and judgment. As a senior manager, you have a responsibility to make important decisions for the organisation. You should have a good understanding of the organisation's business and regulatory requirements. Attend critical decision-making meetings and fulfil your duties diligently.
- Article 2:** Follow the standards of good practice set out in governance documents. Follow the organisation's governance arrangements and Code of Ethical Conduct. Ensure meetings are properly constituted and managed, and decisions are based on accurate information. Provide necessary information for decision-making.
- Article 3:** Serve the legitimate interests of the organisation's customers. Ensure financial resources are used responsibly and provide value for money to the public. Understand the expectations of customers and make decisions that benefit the organisation and its customers.
- Article 4:** Exercise responsibilities to colleagues, customers, suppliers, and the wider community. Consider the interests of stakeholders and communicate with them effectively. Promote goodwill and accountability for the organisation's actions. Encourage employee participation and transparency in decision-making.
- Article 5:** Comply with relevant laws, regulations, and codes of practice. Always comply with the law and ensure the organisation follows the legal requirements. Consider the impact of the organisation on society and address environmental and safety concerns.
- Article 6:** Always have a duty to respect the truth and act honestly. Do not accept bribes or engage in dishonest practices. Be prepared to express disagreement but accept collective responsibility and decisions made by the team. Seek independent advice when needed.
- Article 7:** Avoid conflicts of interest and disclose any potential conflicts. Do not use your position for personal gain or favour associated individuals. Disclose any conflicts of interest to the Corporate Management Board. Make decisions in the best interest of the organisation and stakeholders.
- Article 8:** Use information responsibly and confidentially. Do not misuse or disclose confidential information acquired as a senior manager. Comply with data protection laws and ensure transparency and accountability in communication.
- Article 9:** Respect the reputation of colleagues and the organisation. Act impartially and remain politically neutral. Avoid behaviour that may harm the organisation's reputation. Uphold the dignity and reputation of the profession.
- Article 10:** Continue professional development. Keep updated with developments in your field and engage in continuous professional development.
- Article 11:** Set high personal standards. Adhere to the spirit of the Code and uphold principles of honesty, professionalism, and justice. Strive to exceed basic requirements and promote ethical behaviour to others

## Relevant legislation and codes of practice

[Data Protection Act](#)  
[Equality Act 2010](#)  
[Health and Safety at Work Act 1974](#)

^ Linked policy (Tier 2)

[Code of Ethical Conduct - Keeping Kent Fire and Rescue Service a good place to work](#)