

## **Our values**

We believe that how we go about our business is just as important as what we deliver. As such, we want the Fire and Rescue Service in Hampshire to be an asset to all of our individual communities in which it works and an organisation that people want to work for and one they feel proud of. To achieve this, we are currently consulting with staff and the public on values which the organisation should adopt.

Listed below are examples of what has been suggested so far through consultation with a wide range of people. We would also like to hear your views on these. Details of how to contact us can be found on the back page of this document.

### **We value all of our employees by practising and promoting...**

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

#### **PEOPLE**

### **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*

#### **IMPROVEMENT**

### **We value service to the community by...**

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

#### **SERVICE TO THE COMMUNITY**

### **We value diversity in the service and the community by...**

- *Treating everyone fairly 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*

#### **DIVERSITY**