**Oxfordshire Fire and Rescue Service Values**

Oxfordshire Fire and Rescue Service have adopted the key Values of Oxfordshire County Council. These Values are:

* Always Learning
* Be Kind and Care
* Equality and Integrity
* Take Responsibility
* Daring to do it differently

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| **Always learning** |
| *We create an environment that enables people to grow and develop; we seek feedback, we act on it; we always look to be even better; learning from our mistakes.* |
| Managers will:   * regularly give feedback, both good and developmental, that enables my team members to be even better at what they do * coach and mentor my team members * focus on the strengths of each of my team members to help them grow and develop * support and promote the development of my team and individuals |

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| **Be Kind and Care** |
| *We value our staff; we respect and treat everyone with understanding and compassion; we care not just for our customers but each other.  We take care of our own and others well-being.* |
| Managers will:   * be approachable and available * recognise and reward teams and individuals * regularly check how my team members are doing and feeling - adding the human touch through my words and actions * champion team wellbeing |

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| **Equality and Integrity** |
| *We embrace equality, diversity and inclusion; valuing the difference in others. We always act with integrity, working in honest, ethical and supportive ways, building effective relationships; we trust each other to do what we promise.* |
| Managers will:   * role model the mindsets, attitudes and behaviours – setting standards for our Values * make it my business to understand others to build even better relationships * explain decisions and the reasons for change * treat my teams and individuals fairly and equally |

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| **Take Responsibility** |
| *We hold ourselves accountable, take responsibility for what and how we deliver; we give and seek to be empowered to make a difference; we actively contribute to delivering the best for all.* |
| Managers will:   * ensure my team members always have clear goals and priorities  - a clear sense of direction and purpose * encourage my team members and others to come up with their own solutions and make their own decisions * actively listen to understand my customers and seek feedback to improve what we deliver * hold myself and my team members accountable for our performance |

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| **Daring to do it differently** |
| *We innovate, we look to do things differently and improve the way we do things every day; we're not satisfied with the status quo and work creatively to solve problems* |
| Managers will:   * encourage innovation, creative thinking and actions * make sure that decisions are made by people closest to the customer or problem * encourage and enable my team to work with other teams within OCC and externally * encourage my team members to speak out |