



Policy statement

Buckinghamshire & Milton Keynes Fire Authority (the Authority) is a publicly accountable body, which manages Buckinghamshire & Milton Keynes Fire & Rescue Service on behalf of the communities it serves. Members make decisions on policy, finance and resources.

The Authority's role is to:

- Set the annual budget
- Agree the staff, vehicle and other resources needed to deliver an efficient service
- Approve Buckinghamshire and Milton Keynes Fire & Rescue Service's plans, policies and strategies
- Approve the composition of committees and sub-committees

Statement of principles

The Authority will aim to:

- Ensure that all employees are aware of the vision, values and behaviours expected within the workplace
- Improve the Authority's performance through building the skills of a diverse workforce that reflect the community
- Ensure employees have an understanding of how the Service operates, in order to be as effective as possible within their role

The Authority's vision

"Our vision is to make Buckinghamshire and Milton Keynes the safest areas in England in which to live, work and travel."

The Authority's values

Underpinning everything the Authority does is a set of values, which are aspirational for all employees where they engage with others; be it with the public, partner agencies or colleagues.

These values embrace:

- **Service to the Community** – we will serve the community by;
 - Working with all groups to reduce risks
 - Treating everyone fairly and with respect
 - Striving for excellence in all we do
 - Being answerable to those we serve



- **People** – by everyone practising and promoting;
 - Fairness and respect
 - Recognising commitment and the achievement of excellent service
 - Honesty and trust
 - Opportunities to develop and learn
 - Co-operation and inclusive working

- **Diversity** – we value diversity in our Service and in the community by;
 - Treating everyone fairly and with respect
 - Challenging prejudice and discrimination
 - Creating opportunities to meet the different needs of people and the communities
 - Promoting equal opportunities in terms of recruitment, promotion and retention

- **Improvement** – we value improvement at all levels of the Service by;
 - Accepting responsibility for our performance and actions
 - Being open-minded and receptive to alternative approaches
 - Learning from our experiences
 - Supporting others to enable them to achieve their goals
 - Encourage innovation and creativity