

Our Values and Behaviours

Key to delivering our vision, plans and strategies are our CORE values

Collaborative	Open	Responsible	Excellent
We work together to get things done	We behave with integrity & fairness	We take responsibility for our actions and decisions	We perform at our best & strive for excellence

Behaviours are the actions and deeds that make us successful in our roles and enables the council to deliver its priorities.

Examples of **positive** behaviours that demonstrate our values are

<ul style="list-style-type: none"> • Suggesting solutions to solve problems • Being approachable • Working as a team • Learning from each other • Willingly taking on new challenges • Having a positive mindset • Not being satisfied with the status quo • Taking the initiative • Anticipating change 	<ul style="list-style-type: none"> • Acknowledging our mistakes & taking action to address them • Keeping our promises • Managing expectations by using clear, open and honest communication • Maintaining clear and transparent records • Being prepared to give full explanations with appropriate details 	<ul style="list-style-type: none"> • Taking responsibility • Being accountable • Doing what we say we will • Adhering to policies • Being reliable • Using evidence & knowledge to support accurate, expert decisions & advice • Organising and planning your time to be most effective • Being honest 	<ul style="list-style-type: none"> • Achieving high performance / standards • Setting and accepting targets designed to stretch & challenge • Always striving for improvement • Embracing new ideas • Seeking ways of working more efficiently • Keeping up to date with best practice in own professional areas & the wider council
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Examples of **negative** behaviours that **do not** demonstrate our values are when

<ul style="list-style-type: none"> • You are not prepared to challenge • You work in isolation and keep things to yourself • You are disrespectful to others and the organisation • You blame others 	<ul style="list-style-type: none"> • You withhold information • You are defensive when things go wrong • You are judgemental • You make rash decisions without gathering all the relevant information 	<ul style="list-style-type: none"> • You ignore deadlines • You put up barriers • You are evasive • You do not offer solutions to problems • You show little interest in taking on new ideas 	<ul style="list-style-type: none"> • You do not make time to develop yourself • You do not maximise the use of technology to reduce routine tasks • You are resistant / reluctant to change
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It's really important that you have a genuine passion for doing a great job and our behavioural competency framework sets out how we want people to work, ensuring everyone is valued, supported and empowered.

These competencies will be assessed throughout the recruitment and selection process, as well as part of your ongoing development and progression.