

Our Values



- **Accountable** *'We take ownership for our actions.'*
- **Collaborative** *'We work with others to achieve better results.'*
- **Courageous** *'We embrace change.'*
- **Compassionate** *'We are kind and respectful to everyone.'*

Our Behaviours

Accountable *'We take ownership for our actions'*

Our Behaviours for all Staff

- I am responsible for my own actions and performance
- I focus on delivering outcomes and I'm not easily deterred
- I actively seek development opportunities

Additional Behaviours for Leaders & Managers

- I'm responsible for the delivery and performance of my team
- I act quickly where standards are not met
- I'm responsible for decision making and accountable for the outcomes

Courageous *'We embrace change'*

Our Behaviours for all Staff

- I identify and embrace new and better ways of doing things
- I question and challenge constructively when needed
- I act quickly to resolve issues when they arise

Additional Behaviours for Leaders & Managers

- I act boldly to achieve positive impacts and results
- I drive change, and support others to engage in change
- I embrace challenges, and challenge others, taking balanced risks when needed

Collaborative *'We work with others to achieve better results'*

Our Behaviours for all Staff

- I actively participate in team working
- I work with colleagues, external partners and customers to achieve agreed outcomes
- I share my knowledge and experience with others

Additional Behaviours for Leaders & Managers

- I enable opportunities for internal and external partnership working
- I make time to consult with networks to inform my decisions
- I create opportunities for knowledge and experience to be shared

Compassionate *'We are kind and respectful to everyone'*

Our Behaviours for all Staff

- I treat others fairly and respectfully
- I act inclusively and challenge discrimination
- I care about myself, the environment, and my impact on others

Additional Behaviours for Leaders & Managers

- I foster a culture of respect, diversity and inclusion
- I champion the wellbeing of others
- I take actions which reduce the effects of Climate Change