

Our Values & Behaviours



Values	Behaviours
 <p>COLLABORATIVE</p> <p><i>'We work with others to achieve better results.'</i></p>	<p>All Staff Behaviours</p> <ul style="list-style-type: none"> • I actively participate in team working. • I work with colleagues, external partners and customers to achieve agreed goals. • I share my knowledge and experience with others. <p>Additional Behaviours for Leaders & Managers</p> <ul style="list-style-type: none"> • 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.
 <p>COURAGEOUS</p> <p><i>'We embrace change.'</i></p>	<p>All staff Behaviours</p> <ul style="list-style-type: none"> • 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. <p>Additional Behaviours for Leaders & Managers</p> <ul style="list-style-type: none"> • 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.
 <p>COMPASSIONATE</p> <p><i>'We are kind and respectful to everyone.'</i></p>	<p>All Staff Behaviours</p> <ul style="list-style-type: none"> • I treat others fairly and respectfully. • I act inclusively and challenge discrimination. • I care about myself, others and my impact on the environment. <p>Additional Behaviours for Leaders & Managers</p> <ul style="list-style-type: none"> • 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.
 <p>ACCOUNTABLE</p> <p><i>'We take ownership of our actions.'</i></p>	<p>All Staff Behaviours</p> <ul style="list-style-type: none"> • 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. <p>Additional Behaviours for Leaders & Managers</p> <ul style="list-style-type: none"> • I'm responsible for the delivery and performance of my team. • I act quickly when standards are not met. • I'm responsible for decision making and accountable for the outcomes.