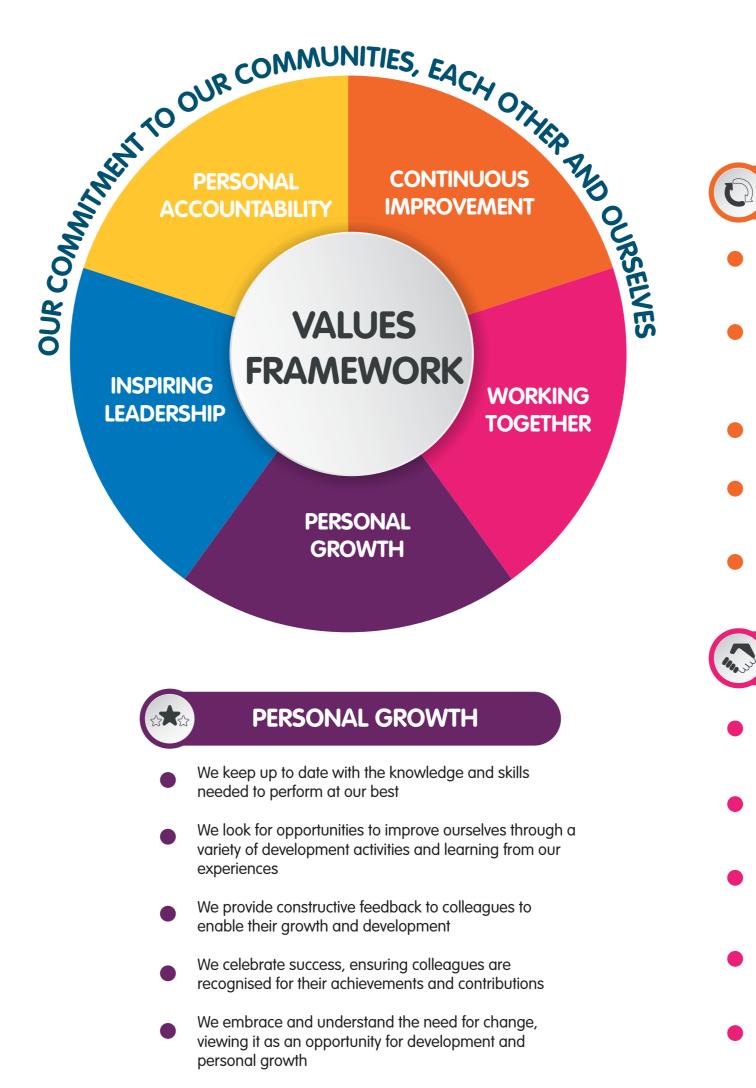
HALTON BOROUGH COUNCIL VALUES FRAMEWORK

PERSONAL ACCOUNTABILITY

- We deliver what we say we will deliver, and will let the right people know when things don't go to plan
- We seek clarity about our roles and responsibilities, and take ownership of our own objectives, regularly checking that our performance is on track
- We will personally take steps to remove barriers to our success
- We understand when we can't solve problems personally, and ask for help and support at the right time
- We let people know when mistakes are made, and provide solutions for resolving any problems

INSPIRING LEADERSHIP

- We act as positive role models for our colleagues, leading by example, building trust and supporting a learning culture
- We understand what leadership means to our teams and deliver against their expectations, providing regular and constructive feedback
- We empower colleagues to deliver, and to make decisions relating to their work, agreeing clear expectations with them for outcomes and high performance standards
- We actively promote the positive wellbeing of our colleagues, seeking to identify when help is needed and will ensure appropriate support is given
- We tackle problems constructively and quickly, finding the best solution and aiming for a speedy outcome



CONTINUOUS IMPROVEMENT

We aim to deliver the highest possible standards of work, and look for opportunities to improve where we can

We take steps to understand the needs of our customers, colleagues and stakeholders, ensuring those needs are reflected in how we deliver our services

We encourage and support innovation and creativity to improve service delivery and outcomes

We constructively challenge working practices, where there are opportunities for modernisation and improvement

We balance the need for efficiency with the need for quality outcomes, and always have value for money in mind

WORKING TOGETHER

We share knowledge, information and ideas with the right people at the right time, taking every appropriate opportunity to collaborate

We value, support and promote diversity and inclusivity in all that we do, treating everyone with dignity and respect

We build and maintain professional relationships through positive collaboration with colleagues, partners and stakeholders

We listen to and value other people's opinions, and resolve differences through constructive discussions

We show our appreciation for those who contribute to or add value to our work