

Behaviour Framework Overview



Collaborative – We listen and engage to deliver shared goals

Communicate and influence – We actively listen and communicate, influence others to take action, whilst supporting and respecting the needs and contributions of others.

Collaborate and partner – We work together as one council, alongside our partners to build trust, share information and resources.



Innovative – We are curious, embrace change and continuously improve

Change and improve – We actively seek opportunities to continuously improve, use digital technology, review our processes, monitor progress, and embrace change.

Make effective decisions – We use data insight and engage others to consider options, implications, risks, and best practices, to inform our evidence-based decisions.



Empowered – We support, trust and value each other

Develop ourselves – We welcome feedback, self-reflect, seek learning opportunities, and inspire others by role modelling our values.

Develop our teams – We are a high performing team who define success, work together, foster inclusivity and build resilience.



Accountable – We hold ourselves and others to account

See the bigger picture – We align our objectives with the council's vision and outcomes to deliver results, while considering the broader environment in which we operate.

Customer and outcome focused – We put customers and residents first, taking responsibility for the actions we need to take to deliver better outcomes.