

Darlington Borough Council's Values Framework

What the Council values and what this means for Council employees

The core values below were agreed by Employees, Trade Unions, Heads of Service, Assistant Directors, Chief Officers and Elected Members. These values will be reflected in our competency framework, which forms part of the Council's annual Performance Development Review (PDR) procedure:

- **Customer and Outcome Focused** - we will put our customers first both internal and external and do the best we can for people of Darlington.
- **Innovation and creativity** - we will constantly seek out innovative and smarter ways of working.
- **Teamwork** - we will all work together as a team, alongside our partners and with the people of Darlington.
- **Valuing People** - we will trust, respect and appreciate each other and the people who work with us.
- **Openness and honesty** - we will be clear and honest in the way we work. We will listen and talk to each other and our partners and be prepared for our views and the way we work to be challenged by other people.

What we are here to do is detailed in:	And through these we contribute to:	How we are expected to behave at work is set out in the:
Our personal performance objectives, team targets, service delivery plans and job descriptions.	The delivery of high quality services within the resources available.	Core values, competency frameworks that are part of the Performance Development Review (PDR) process, Code of Conduct and Council policies and procedures.

We have rights as employees but in return for these, we also have responsibilities to Darlington Borough Council. These are explained in "The Darlington Deal" below:

<p>Responsibilities - All employees are responsible for:</p> <ul style="list-style-type: none"> • Doing our jobs the best we can to deliver what the Council needs to do. • Using Council money and other resources as effectively as possible and constantly trying to find better ways of working. • Understanding there will be constant change and that we need to be flexible and respond to changing needs. • Giving the maximum performance and attendance possible and doing our best to look after ourselves and others. • Communicating effectively with each other. • Following the Council's values, policies and procedures. • Their own health and safety and that of others. 	<p>Rights - in return all employees can expect to:</p> <ul style="list-style-type: none"> • Work in a safe, healthy and supportive environment. • Develop their skills to be able to do their jobs the best they can and perform in line with the Council's needs. • Be treated fairly. • Be consulted and listened to - especially about decisions that personally affect them. • Be recognised and appreciated. • Receive a fair package of reward for the work they do.
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