

	AGENDA ITEM NO.
Report Cover Sheet	
Name of Meeting:	Executive
Date of Meeting:	10 th December 2007
Report Title:	Organisational Values
Summary of report:	Proposed new organisational values to be included in the new corporate strategy
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Business Unit:	Policy & Performance Corporate Personnel
Would the recommended decision be contrary to the policy framework:	Yes/No
Would the recommended decision be contrary to the budgetary framework:	Yes/No
Wards of the District directly affected by this decision:	All
Key Decision?	Yes/No
Included within the Forward Plan?	Yes/No (If Yes, include reference number)
Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?	Yes/No (If yes, include para number)
Date and name of meeting when issue was last considered and relevant minute number:	(If applicable)
Background Papers:	None
Consultation Undertaken	
Below is a table of the Council's regular consultees. However not all have to be consulted on every matter and if there was no obligation to consult with a specific consultee they will be marked as n/a.	

Consultees	Yes/ No	Who
Other Committees		
Ward Councillors		
Portfolio Holders		
Other Councillors		
Warwick District Council recognised Trades Unions	No	
Other Warwick District Council Service Areas	No	
Project partners	No	
Parish/Town Council	No	
Highways Authority	No	
Residents	No	
Citizens Panel	No	
Other consultees	No	
Officer Approval		
With regard to officer approval all reports must be approved by the report authors relevant director, Finance Services and Legal Services.		
Officer Approval	Date	Name
Relevant Director(s)		
Chief Executive		
CMT		
Section 151 Officer	n/a	
Legal	n/a	
Finance	n/a	
Final Decision?		Yes/ No
Suggested next steps (if not final decision please set out below)		

1. **RECOMMENDATION(S)**

- 1.1 That the Executive approves a set of 5 core values for Warwick District Council as set out in section 2.3.1 below, subject to final definition.
- 1.2 That the Executive approve the inclusion, publication and promotion of these values within the new Corporate Strategy which is the subject of a separate report to this committee

2. **REASONS FOR THE RECOMMENDATIONS**

- 2.1 The development of a clear set of core organisational values will provide clarity for employees, the community, partners and stake holders about what Warwick District Council stands for and how its people will behave.
- 2.2 A clear set of organisational values will provide the starting point for the development of a competency framework of behaviours for the whole organisation.

2.3 **Proposed Values**

- 2.3.1 The five values and statements below have been developed from the consultation with staff undertaken as part of the Chief Executive's annual presentation which included over 200 returns from those present.

These values underpin our approach to the people we serve and the people we work with;

- **Honesty and Integrity** - we can be relied upon and will be truthful
- **Open and transparent** - we will be accountable and understandable
- **Fair and equitable** - we will value all our citizens and our work will be without bias or prejudice
- **Community focussed** - we will put the needs and aspirations of our local communities to the fore and we will work flexibly and collaboratively as one Council and with others in response
- **Environmentally sensitive** - we will ensure our long term impacts are minimised and are sustainable for future generations.

Members of staff should be expected to act in accordance with such values but also should expect to be treated likewise by the Council as an employer and by the community.

- 2.4 The previous Corporate Strategy also contained values – 7 but these were never used as the basis for a competency framework or to drive how the organisation worked.

3. **ALTERNATIVE OPTION(S) CONSIDERED**

- 3.1 The values proposed have been developed via a staff consultation process and subsequent analysis. The option to not develop a clear set of values could be taken, but is not consistent with the Council's aspiration to "Build upon Excellence, becoming world class by 2012".

4. **BUDGETARY FRAMEWORK**

- 4.1 There are no significant financial implications to approving the proposed set of organizational values.

5. **POLICY FRAMEWORK**

- 5.1 The recommendations are consistent with the Council's policy framework and specifically support the Building on Excellence proposals.