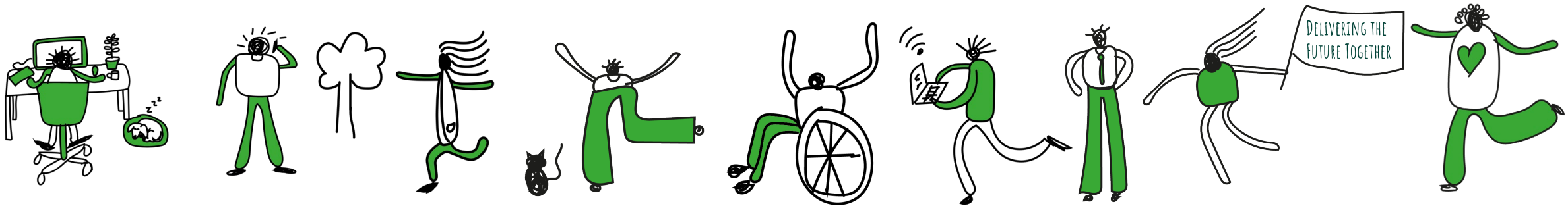
The Oxfordshire County Council Values and Behaviours 2021



Delivering the Future Together

OXFORDSHIRE COUNTY COUNCIL

And the values are…

We create an environment that enables people to grow and develop; we seek feedback, we act on it; we always look to be even better; learning from our mistakes

We innovate, we look to do things differently and improve the way we do things every day; we're not satisfied with the status quo and work creatively to solve problems

We value our staff; we respect and treat everyone with understanding and compassion; we care not just for our customers but each other. We take care of our own and others well being

We hold ourselves accountable, take responsibility for what and how we deliver; we give and seek to be empowered to make a difference; we actively contribute to delivering the best for all

We embrace equality, diversity and inclusion; valuing the difference in others. We always act with integrity, working in honest, ethical and supportive ways, building effective relationships; we trust each other to do what we promise

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Always learning

ALL STAFF … I WILL	ALL STAFF … I WON'T
Take responsibility for my own learning	Withhold knowledge, advice and ideas
Be curious	Be satisfied with doing what has always been done
Constantly look for new ways of doing things and better	Assume I know it all .. Having nothing more to learn
Actively ask for and be open to feedback	
Reflect on my performance and be open to change and learning	

ALL MANAGERS … I WILL	ALL MANAGERS … I WON'T
Regularly give feedback, both good and developmental, that enables my team members to be even better at what they do	Avoid giving feedback
Coach and mentor my team members	Always focus on weaknesses not strengths
Focus on the strengths of each of my team members to help them grow and develop	Expect my team members to do things that I know they are not prepared for
Support and promote the development of my team and individuals	

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Be kind and care

ALL STAFF … I WILL	ALL STAFF … I WON'T
Be kind, compassionate and empathetic	Ignore when someone is excluded or treated unfairly
Recognise, thank and praise others	Dismiss the different needs and pressures of others
Take responsibility for maintaining my mental health and physical well being and that of others	Be rude or insensitive
Support others as they need to be supported	
Take time to connect with people and have some fun together	

ALL MANAGERS … I WILL	ALL MANAGERS … I WON'T
Be approachable and available	I won't set unrealistic expectations that impact on worklife balance
Recognise and reward teams and individuals	Talk down to people
Regularly check how my team members are doing and feeling - adding the human touch through my words and actions	Ignore a request for my help
Champion team wellbeing	

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Daring to do it differently

ALL STAFF … I WILL	ALL STAFF … I WON'T
Take the initiative, not waiting for others	Always focus on the problem and not the solution
Regularly ask 'what can I do even better, to help myself and others'	Dismiss or be negative or overly critical of new ideas
Speak up and challenge upwards	Say 'that won't work, we've tried that before' and then do what I've always done
Take a risk and make a suggestion	
Actively seek to collaborate with others for the best outcomes	

ALL MANAGERS … I WILL	ALL MANAGERS … I WON'T
Encourage innovation, creative thinking and actions	Disempower my team members
Make sure that decisions are made by people closest to the customer or problem	Accept my team "staying the same" because they've always done it that way
Encourage and enable my team to work with other teams within OCC and externally	Dismiss ideas and innovative thinking without exploration and feedback
Encourage my team members to speak out	

We hold ourselves accountable, take responsibility for what and how we deliver; we give and seek to be empowered to make a difference; we actively contribute to delivering the best for all

Take responsibility

ALL STAFF … I WILL	ALL STAFF … I WON'T
Take responsibility for finding a solution and for my own actions	Blame others
Always make an effort to go above and beyond…. 'can do and will do'	Say 'it's not my job'
See things through to the end	Give up when things don't go as planned
Strive to positively impact our communities in all that I do, and recognise my duty to take care of our resources, financial or otherwise	
Take steps to minimise my and others' impact on the environment whenever I can	

ALL MANAGERS … I WILL	ALL MANAGERS … I WON'T
Ensure that my team members have clear goals and priorities at all times - a clear sense of direction and purpose	Avoid difficult conversations, meetings and decisions
Encourage my team members and others to come up with their own solutions and make their own decisions	Allow my team members to side step responsibility
Actively listen to understand my customers and seek feedback to improve what we deliver	Stand by and ignore problems
Hold myself and my team members accountable for our performance	

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Equality and Integrity

ALL STAFF … I WILL	ALL STAFF … I WON'T
Actively listen to others and with an open mind	Be judgemental
Value difference in others, putting myself in their shoes	Keep quiet when things are, or feel, wrong
Make my words and actions inclusive	Be intolerant to, and of, others
Be open and honest	
Take action to reduce inequality and embrace diversity and inclusion	

ALL MANAGERS … I WILL	ALL MANAGERS … I WON'T
Role model the mindsets, attitudes and behaviours – setting standards for our Values	Ignore discriminatory behaviour
Make it my business to understand others to build even better relationships	Neglect speaking to my team on a regular basis
Explain decisions and the reasons for change	Allow unrealistic expectations and priorities to go unchallenged
Treat my teams and individuals fairly and equally	