Appendix 1

Proposed new values

**Pioneering & Open** in our approach

*We are ambitious for the people and place of Rochdale and will work collaboratively with local people and partners, building relationships based on respect and openness, to deliver the best possible outcomes*

**Proud** of the difference we make

*We will celebrate and share our achievements and act as Ambassadors for the borough of Rochdale*

**Passionate** about the diversity of the borough

*We love the diversity within our workforce and local communities and will strive for excellence in meeting different needs and aspirations*

Proposed behaviours

**Pioneering & Open** in our approach

*We are ambitious for the people and place of Rochdale and will work collaboratively with local people and partners, building relationships based on respect and openness, to deliver the best possible outcomes*

**Behaviours for everyone**

I seek out opportunities to network with and learn from others and to put that learning or new ways of working into practice

I work closely with residents and partners to shape outcomes and design and deliver services

I recognise that I am spending public money and always look for the most efficient and effective way of doing that

I welcome opportunities to do things differently and respond positively to change and feedback

I am honest in all of my interactions with others and realistic about what is practical and affordable

I don’t shy away from difficult conversations
Behaviours for managers

I give people opportunities to use their initiative and try out new ideas making the most of their strengths and skills

I ensure people are clear about what we are trying to achieve and support people through coaching and feedback to do the best job they can

I allocate work fairly giving everyone a chance to develop and learn

I help people to understand the reasons for change and what it will mean for them

Proud of the difference we make

We will celebrate and share our achievements and act as Ambassadors for the borough of Rochdale

Behaviours for everyone

I am always positive when talking about the borough and the work we do

I seek out opportunities to talk about our achievements

I congratulate others when things have gone well

I understand how my own positive behaviour reflects positively on the reputation of the borough

Behaviours for managers

I recognise and acknowledge when work is done well and make sure credit is given to my team and individuals within it

I tell my team about the great things we are doing and encourage them to share with others

Passionate about the diversity of the people we serve

We love the diversity within our workforce and local communities and will strive for excellence in meeting different needs and aspirations

Behaviours for everyone

I have positive and respectful relationships with my colleagues, residents and partners regardless of their background, social identity or circumstances

I avoid making assumptions about people and ensure I listen to their experiences and perspective before making a decision or taking action

I always try to do things with people rather than to them

I understand that one size does not always fit all and that it is fair to take account of people’s differences in my work
I challenge inappropriate behaviour or language

Behaviours for managers

I lead by example in demonstrating how much I value diversity and difference within the team, our communities and others that we work with

I create an inclusive atmosphere within my team enabling everyone to fully participate