



SOUTH
KESTEVEN
DISTRICT
COUNCIL



Employment Committee

21 September 2022

Report of Councillor Annie Mason,
Cabinet Member for People & Safer
Communities

Corporate Values Update

Report Author



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Purpose of Report

The purpose of this report is to provide the Employment Committee with an update on the refresh of South Kesteven District Council's corporate values.

Recommendations

That the Employment Committee:

- 1. Notes the update on South Kesteven's corporate values.**
- 2. Advises how the committee and councillors would like to be involved in the development of the new corporate values.**

Decision Information

| | |
|---|-------------------------|
| Does the report contain any exempt or confidential information not for publication? | No |
| What are the relevant corporate priorities? | High performing Council |
| Which wards are impacted? | All wards |

1. Implications

Taking into consideration implications relating to finance and procurement, legal and governance, risk and mitigation, health and safety, diversity and inclusion, safeguarding, staffing, community safety, mental health and wellbeing and the impact on the Council's declaration of a climate change emergency, the following implications have been identified:

Diversity and Inclusion

- 1.1 Inclusive behaviours and values of the Council are important and this topic therefore features in the discussions about what our corporate values should be. When identified, the new values will reinforce our commitment to diversity and inclusion.

Mental Health and Emotional Wellbeing

- 1.2 Organisational values impact employee's mental health and wellbeing as they set the tone for our culture and help create a unified direction for the workforce of what matters to the Council and our people. When identified, the new values will support a culture of appreciation, psychological safety and self-care. These are all components of mentally healthy work cultures.

2. Background to the Report

- 2.1 On 2 August 2022, we held our third People Panel meeting which involved 25 officers from teams across the Council.

- 2.2 At the meeting, we launched a refresh of South Kesteven District Council's corporate values.
- 2.3 Our current corporate values are: Accountability, Flexibility, Agility, Equity, Networking, Always learning and Talent.
- 2.4 Our values should be a fundamental part of SKDC's identity. They should be meaningful to our people and lay the foundation for what we care about most.

Approach to developing the new corporate values

- 2.5 We are taking an organisation-wide, employee-led approach.
- 2.6 We began by gaining a better understanding of how our people relate to our existing values. We found many do not know what our current values are and did not feel connected to them or feel they reflect our culture.
- 2.7 To start to develop the conversation about what values would be meaningful, the People Panel held group discussions covering:
 - What makes them proud to work for SKDC.
 - What is important to SKDC and what are our strengths as an organisation.
 - What is important to them at work.
- 2.8 From this discussion, we picked out key themes and created a survey for the People Panel to vote for the values that were most meaningful to them.

Next steps

- 2.9 Following the session, the People Panel members took the discussion back to their teams to get input from as many employees as we can. They have a brief which provides positioning on why we are refreshing the values, questions to start a debate with their teams and then the online survey which asks employees to vote on which values are most meaningful to them.
- 2.10 At the next People Panel meeting on 2 October 2022, we will bring all the discussion together and use everyone's feedback to start identifying what the new corporate values could be.
- 2.11 Member involvement in this process is important. Councillors are a key part of SKDC and advocate what our community needs from their council. A key next step will therefore be the involvement of members in the process which could, for example, consist of a 'Values Workshop' with the Employment Committee and representatives from the wider Councillor network.

- 2.12 Upon determining what the new corporate values will be, we will delve further into what these mean for our people, Councillors and the community as well as planning the launch of these values.
- 2.13 It is important the new values are meaningful and embedded across the organisation. These will therefore underpin policies, corporate plans and provide a framework for 'the #TeamSK way'.

3. Key Considerations

- 3.1 It is suggested that a 'Values Workshop' is held with members of the Employment Committee and representatives from the wider Councillor network to attain views on what is important to SKDC and the community, and therefore help to shape the new values.

4. Other Options Considered

- 4.1 Views from Councillors could be gathered using methods such as interviews, surveys, via email etc.

5. Reasons for the Recommendations

- 5.1 A workshop would be an effective way to gather insights from the Committee and/or Councillors on what they think is most important to South Kesteven District Council and therefore what they feel our corporate values should be.

6. Consultation

- 6.1 The People Panel are heavily involved and everyone across the Council has been invited to give their feedback on corporate values. Our Union Representatives are also involved in this activity.

7. Appendices

- 7.1 Appendix – Corporate Values Slides