



Cheshire East Council, working for a brighter future together – shared purpose, well led, valued people... succeeding together

WE HAVE A SHARED PURPOSE

- We hold our customers and communities at the heart of what we do, keeping them informed and engaged
- We have a clear understanding of the council's priorities and how we all contribute to achieving them
- We're committed to building a positive workplace culture and living our FIRST values

WE ARE SUPPORTED AND WELL LED

- We feel confident and are supported in challenging all unacceptable behaviour
 - We are well led by people with the right skills and behaviours to motivate, manage and support their teams
- We are supported, developed and trusted to do our jobs, to try new ways of working and to learn from both our successes and mistakes
 - Ultimately, we feel free to speak and safe to act

WE ARE TREATED FAIRLY AND HIGHLY VALUED

- Our work and behaviours are recognised, valued and rewarded and we celebrate success
 - We respect and value each others' differences and well being
 - We apply policies and processes equally and fairly, to enable the right outcomes to be achieved quickly and responsibly
 - Our concerns are listened to and where action is required – we act on it

WE SUCCEED TOGETHER

- We look forward to giving and receiving constructive feedback as a way of continually growing together
 - We clearly understand our roles and responsibilities and know and build on each others' strengths
- Working together across the organisation and beyond, we are positive partners, collaborating and co-producing to achieve our goals
 - We enjoy coming to work – working together to do a great job