



Our Operational Values

Our ARP Operational values and behaviours express who we are and what we believe in. The values link the various council's values to establish how we should work together as one in the partnership. The values and behaviours define the expectations around acceptable behaviours regardless of our role.

By incorporating a discussion at your appraisal around how you have demonstrated these and providing examples on the 'Operational Values & Behaviours' section of the form, will help you to reflect on how you have presented these in every day operations either individually or as a team.

Before your meeting, consider how you have demonstrated each of the values and behaviours below:

Positive Engagement

- Building and enhancing positive teamwork by understanding and supporting the roles of others
- Being part of an environment which encourages the exchange of views and respectful of others opinions, even if it clashes with your own
- Working towards a harmonised approach and to be sensitive to local identities of each authority.

Thinking Dynamically

- Being flexible and energetic in the delivery of innovative outcomes
- Being creative and forthcoming with fresh workable solutions to refine our services, create or develop our commercial opportunities
- Motivating and inspiring the team and partnership through having a positive, engaging, attitude.

Efficient & Excellent

- Understanding the need for financial astuteness, digital solutions and being open to maximising technology to support our partnerships transformation agenda
- Successful decision making by balancing risks with progressive outcomes and working within time constraints
- Being responsive to our customers' requirements within all resources available to us, ensuring best values for money and showing that we care.

Taking Pride

- Celebrating our successes and achievements
- Taking responsibility and ownership of the work I do
- Being a positive role model in my actions and behaviours
- Advocate for the partnership, each council and our communities.

Respect & Integrity

- Including others in decision making and appreciating the strength of our knowledge, skills and capabilities in the team
- Having an open, trusting and honest approach with our staff, managers, external partners and diverse communities
- Do the right thing for the customer, making commitments that can be met and ensuring these are honoured.