

Personnel Committee

Date 20th November 2019

## ITEM 08



Derby City Council

Report sponsor: Nicola Sykes Service Director  
for HR and OD

Report author: Nyree Treece HR Advisor

### **Employee Code of Conduct - inclusion of the Council's new values**

#### **Purpose**

- 1.1** The Employee Code of Conduct has been updated with the Council's new values, which were introduced in July 2019. See Appendix 1.
- 1.2** The Council's values help colleagues to maintain and improve how we work with each other, our partners and our customers.
- 1.3** The Code of Conduct is part of the Council's constitution. Incorporation of the values within the code of conduct will require Council approval after being considered by Personnel Committee.

#### **Recommendation(s)**

- 2.1** To recommend to Full Council, the incorporation of the new values into the Employee Code of Conduct.
- 2.2** Subject to Full Council approval, to undertake a Council wide communications strategy to raise awareness of the incorporation of the Council's new values in the Employee Code of Conduct.

## **Reasons**

- 3.1** The new values are embedded into the Council's performance approach, Great Performance Conversations, to ensure that each colleague is focussed on doing their best for Derby and delivering the vision, aims and objectives contained within:
- The Council Plan
  - The Delivery Plan
  - Service plans
- 3.2** The inclusion of the values into the Council's Code of conduct is central to ensuring all colleagues are aware of the expectations of the organisation in terms of standards of behaviour and performance when performing their duties both internally and externally.

The new values are:

- We are Bold - We have the courage to speak up, challenge current systems and practices, and feel empowered to make appropriate and measured risks.
- We are Strong – We excel using our strengths and have the confidence to ask for help and support when we need to.
- We Care – Caring is what motivates us. We care about what we can achieve for Derby.
- We are One Team – We are great people working as one team: we get the best out of each other and together achieve great things for Derby.

## **Supporting Information**

- 4.1** Personnel Committee approved the inclusion of the ethics statement into the Code of Conduct in April 2019. Subsequent to this, the Council agreed a new set of values which were implemented across the organisation in July 2019.

## **Public/Stakeholder engagement**

- 5.1** The draft Employee Code of Conduct has been shared with the HR Management Team. Consultation has also taken place with trade union colleagues through the Policy Working Group.

## **Other options**

**6.1** None.

## **Financial and value for money issues**

**7.1** None arising

## **Legal implications**

**8.1** As the Employee Code of Conduct forms part of the Council's constitution, the incorporation of the new values within the Code of Conduct will require approval after being considered by Personnel Committee.

## **Other significant implications**

**9.1** None arising

This report has been approved by the following people:

<b>Role</b>	<b>Name</b>	<b>Date Sign off</b>
Legal	Olu Idowu	6 November 2019
Finance		
Service Director(s)		
Report Sponsor		
Other (s)		