

# Core Values and Principles

## As a MANAGEMENT TEAM we will;

- Be **transparent** in decision making and **provide feedback** to all staff on key (non confidential) decisions and discussions;
- **Encourage and listen to constructive feedback** from colleagues on how the organisation can improve, and **consider all suggestions** and new ideas from the perspective of WME as a whole;
- Sustain high levels of **trust** in all colleagues to **work flexibly** with the accompanying **confidence** that how, where and when they deliver on behalf of WME, they do so in the most efficient and effective way;
- Promote **service integration** through proactively working together across the whole organisation where it is practical and beneficial to do so in order to strengthen all service strands and ensure a sustainable future;
- **Promote and present WME as a single organisation** (albeit operating around two core services areas of People & Leadership and the Employers Services) ; and
- Promote and **support a healthy working environment** by modelling and encouraging these behaviours.

support  
transparent integration  
feedback listen  
encourage trust



## As INDIVIDUALS we all agree to;

- Observe and **work to the principles of our Dignity at Work** policy;
- Develop, support and **operate a behavioural culture of respect**, support and consideration for colleagues;
- Act in a way which appropriately **recognises the benefit to the organisation** (and its customers) over the benefit to the individual, **placing collaboration above internal competition**;
- Use every opportunity to **promote and highlight all areas of WME work**, products and services to our external contacts;
- Work across teams to **support an integrated approach to service development** where this will add value;
- **Offer support to each other** where such is needed and where there is the capacity to respond;
- **Recognise and acknowledge the contributions of all** to achievements within and across individual teams, and **celebrate the success** of colleagues as if it were our own;
- Be **prepared to use the available flexible working** arrangements in order **to balance** responding to organisational pressures and demands, whilst maintaining and promoting a **healthy working environment and healthy work-life balance**; and
- In the context of improvement, feel able to **offer and receive feedback in a constructive and respectful manner** and be willing to discuss any challenge on matters which directly or indirectly impact on each other

dignity  
support respect  
promoted development  
health encourage  
balance

