

Refreshed PRIDE values

The following refreshed values were developed in 2016/17 in consultation with over 300 staff, as part of the Smaller Bigger Different project:

Value	Statements
People-focused	<p>Better together: We work collaboratively with colleagues and partners, recognising that everything we do is for the benefit of our residents.</p> <p>Less judgment, more empathy: We treat people with respect rather than making assumptions about their needs or behaviour.</p> <p>No decision about me, without me: We believe that everyone has the right to be involved in decisions that affect them.</p>
Responsible	<p>We think for ourselves and take initiative rather than waiting to be told what to do.</p> <p>We consider options carefully and make judgements, and then we take ownership of our decisions, knowing the risks.</p> <p>We always act with integrity and can be trusted to do what we say we are going to do. We hold ourselves and our colleagues to account.</p> <p>We take responsibility for continuing to learn and trying to be better at what we do.</p> <p>We care about our impact on each other, our partners and our environment.</p>

Innovative	<p>We think creatively, look for solutions and solve problems.</p> <p>We are always looking for new ideas, learning from our own experiences, each other, and the best in the world.</p> <p>We actively try new things; we understand that mistakes create opportunities to learn and we manage the risks that arise.</p>
Diverse	<p>We are passionate about everyone having the best opportunities.</p> <p>We carefully consider the impact of our decisions, and we always seek to act fairly.</p> <p>We recognise that equality is about understanding that people are different and have different strengths as well as needs, rather than simply treating everyone the same.</p>
Enterprising	<p>We take advantage of new opportunities and manage risk effectively.</p> <p>We work with the market and with the community to make the best use of public resources.</p> <p>We are robust in our business relationships to ensure that Sutton residents get good value for money.</p>