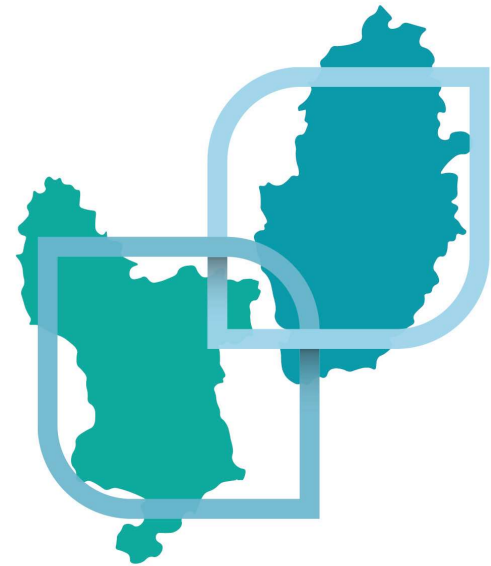


EAST MIDLANDS COMBINED COUNTY AUTHORITY

Values Framework and Purpose



EMCCA Core Values – our guiding beliefs

- Our core values lay the foundation for what we care about most, how behavioural norms are defined and how decisions are made in order to fulfil the vision and achieve the required outcomes – they need to be inherent and sacrosanct
- Our values provide a common purpose that all our colleagues should understand, work towards and live by - a distinct blueprint for how we behave
- Values carry little weight unless they form the basis for every decision made, are integrated into every employee related process and tied to measurable activities and behaviours
- Alignment to the 8 principles in the Proposal is key:
Effective leadership, Sensible Geography, Flexibility, Appropriate Accountability, Inclusivity, Subsidiarity, Commissioning, Choice



We lift our region

We always put **the long-term prosperity** of the East Midlands region and its people **first** when carrying our roles and achieving **strategic outcomes**



We work together

We always **challenge each other** to be exceptional, **embracing collaboration** and **acting to lift** rather than win, working as **one team**



We make an impact

We always make decisions that are **evidence led** and which **strengthen our region systemically**. We hold ourselves to **account for our actions**



We are human

We always take **pride in who we are** and the **diversity** we bring, communicating authentically and showing **genuine interest in one another**

