



Office of the  
**Police and Crime  
Commissioner**  
for Warwickshire

# OPCC Strategic Values

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# OPCC Strategic Values

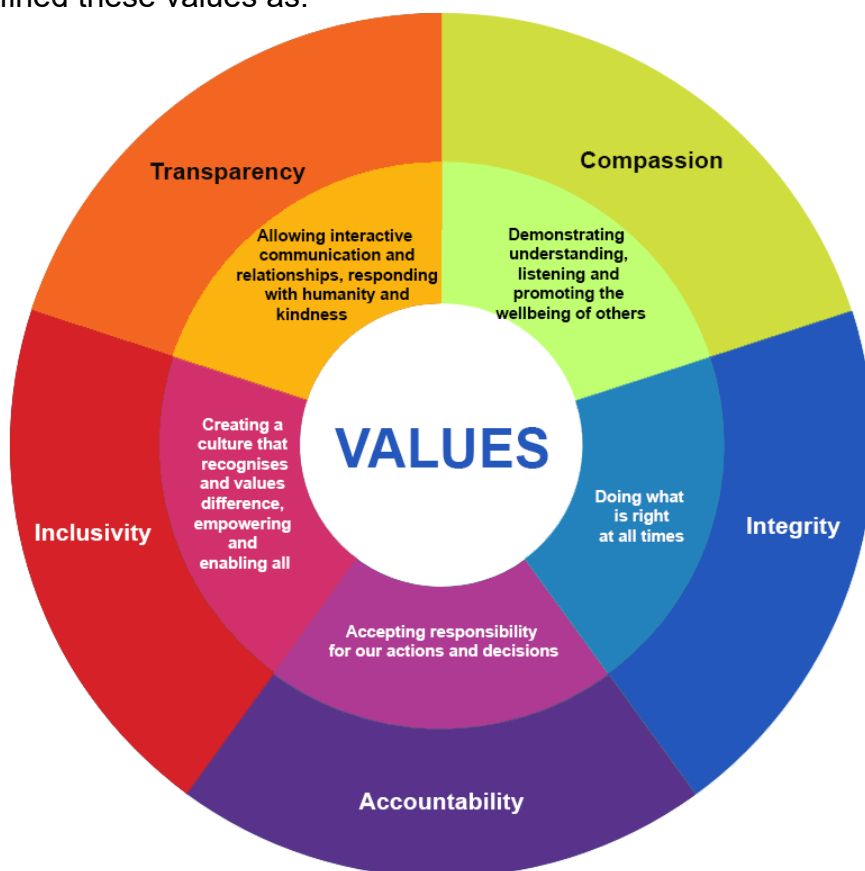
## 1. Organisational Approach

The Office of the Police and Crime Commissioner (OPCC) for Warwickshire is committed to delivering effective, efficient, and responsive service to the community while upholding a set of core values that guide our actions.

As an office, we aid in the delivery of the Police and Crime Plan, and support with other statutory functions that the Police and Crime Commissioner undertakes.

This strategy outlines how these values integrate into our operations, in order to build trust, promote and create an accountable and inclusive environment.

We've defined these values as:



**Compassion:** Demonstrating understanding, listening and promoting the wellbeing of others.

**Integrity:** Doing what is right at all times.

**Accountability:** Accepting responsibility for our actions and decisions.

**Inclusivity:** Creating a culture that recognises and values difference, empowering and enabling all.

**Transparency:** Allowing interactive communication and relationships, responding with humanity and kindness.

## OPCC Strategic Values

By promoting the core values of transparency, compassion, integrity, inclusivity and accountability, in our everyday work, the OPCC aims to strengthen its relationships and improve practices.

As an organisation, our values stay at the core of our work, driving us and keeping us conscious of what it means to work in our office. We are a supportive team and collectively, we hold a clear vision and goal which drives our work. We hold our values close to provide statutory guidance in supporting the Police and Crime Commissioner, ultimately, supporting the wider community.

As an office we treat each other with compassion and support one another. Our positive attitudes and behaviours enable our work to develop further, with our values lifting us to create a cohesive and professional working relationship. We aim to create an open culture and dialogue within our organisation, being respectful transparent.

We engage with each other, offering guidance and advice, our inclusiveness allows understanding and openness to other viewpoints, whilst being respectful and empowering of our colleagues, stakeholders and community.

We endeavour to see our values being brought to life, not only in our everyday work but in our long-term goals too, with our actions flourishing integrity. We are a warm team and are always willing to support each other with any task, and input to promote a shared and learning environment. With this, we expect all members of staff to behave in such a manner and understand that they are undertaking their role in a professional and collaborative organisation, cultivating an open culture.

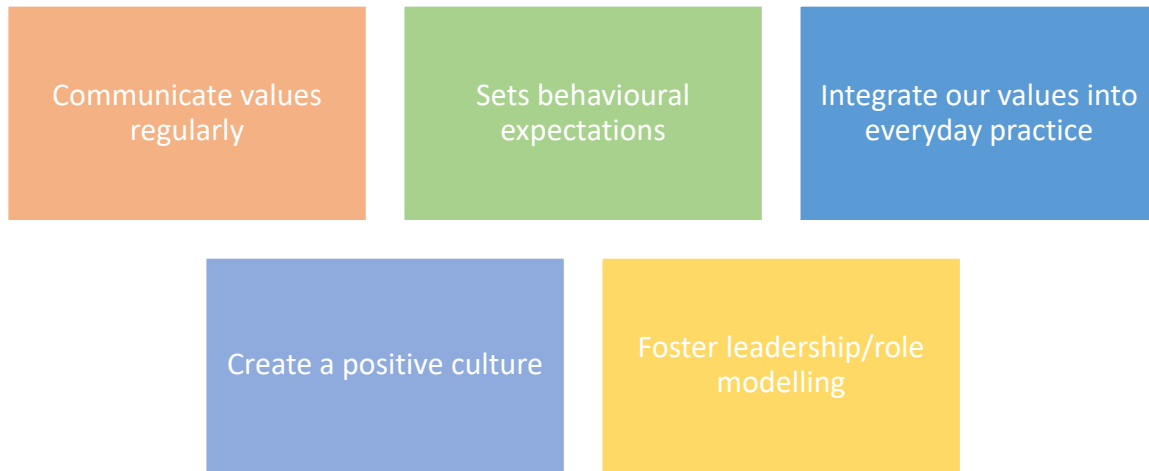
When welcoming our new staff members, we expect them to follow suit, knowing that they will be supported here.

Whilst we keep these values at the core, letting them drive us to become an efficient and effective organisation, whilst supporting each other individually, and as a team.

Yearly staff satisfaction surveys are conducted, ensuring that the leadership team can continually building a strong and resilient team, whilst continually captivating what is important to the team.

## 2. Embedding Organisational values into everyday work

The OPCC will:



### 2.1. Clearly Defining Organisational Values

We have defined our organisational values in a clear and concise manner, ensuring that these align with the organisation's mission, vision, and overall purpose. Through this document we have articulated the values in a way that is easy to understand and remember for all employees.

### 2.2. Communicate Values Regularly

We will communicate our values regularly and consistently throughout the organisation. We will use multiple channels, such as team meetings, email updates, and the intranet, to reinforce the values and their importance in the workplace.

### 2.3. Set Behavioural Expectations

We will ensure that expected behaviours are clearly outlined and reflect the organisational values. We will provide specific examples of how employees can demonstrate these behaviours in their day-to-day work. This could include respecting diversity, demonstrating integrity, promoting collaboration.

### 2.4. Integrate Values into Performance Management

We will incorporate values into the one-to-one process, including goal-setting, performance reviews, and feedback. We will tie performance evaluations to the extent to which employees demonstrate the values in their work. We will recognise employees who consistently exhibit behaviours that align with the values and address any performance gaps related to matters constructively and developmentally.

### 2.5. Provide Training and Development

We will provide regular training and development opportunities that focus on building the skills and competencies required to live out the organisational values. This may include resources, workshops, and learning opportunities that help employees understand the importance of and how to apply them in their specific roles. We will offer reinforcement training and refreshers to sustain awareness and understanding of the values over time.

### 2.6. Foster Leadership Role Modelling

Our leaders play a critical role in embedding organisational values into everyday work. They will consistently model the desired behaviours and hold themselves accountable to the values. They will demonstrate how the values guide their decision-making, communication, and actions. Our leaders will also provide feedback and recognition to employees who demonstrate values-aligned behaviours and hold employees accountable when they fall short.

### 2.7. Create a Positive Culture

We will foster a positive work culture that is built on the foundation of the organisational values. We will encourage open communication, collaboration, and mutual respect among employees. We will celebrate successes and acknowledge employees who exemplify the values in their work. We will foster a culture that encourages employees to raise questions, seek feedback, and share ideas that align with the values.

### 2.8. Regularly Evaluate and Adjust

We will regularly evaluate the effectiveness of embedding values into everyday work and adjust as needed. This includes soliciting feedback from employees, monitoring progress, and identifying areas of improvement. We will continuously assess whether the values are integrated into the organisation's processes, policies, and practices, and make necessary changes to align with the desired culture.

## 3. Valued Behaviours

Below are the specific behaviours and skills we, as an organisation care about most:

### Judgment

- You make wise decisions despite ambiguity.
- You use data to inform your intuition and choices.
- You look beyond symptoms to identify systemic issues.
- You support the spending of the budget wisely.
- You make decisions mostly based on their long term, rather than near term, impact.

## **OPCC Strategic Values**

### **Selflessness**

- You seek what is best for the organisation, not yourself or your team.
- You are humble and open-minded about others' ideas.
- You make time to help colleagues.
- You debate ideas openly and help implement whatever decision is made even when you disagree.

### **Courage**

- You take informed risks and are open to possible failure.
- You question colleagues' actions inconsistent with these behaviours.
- You are willing to be vulnerable, in search of truth and connection.
- You give and take feedback to and from colleagues at any level.

### **Communication**

- You listen well and seek to understand before responding.
- You are calm in stressful situations.
- Your writing and thinking are concise and coherent.
- You adapt your communication style so you can work effectively with different people.

### **Inclusion**

- You work well with people of different backgrounds, identities, values and cultures.
- You are excited to help build diverse teams where everyone feels welcomed and respected.
- You recognize we all have biases and work to counteract them.
- You take action if someone is marginalizing a colleague.
- You treat everyone with respect regardless of their position.

### **Integrity**

- You exhibit and are known for candour and transparency.
- You only say things about colleagues that you are willing to share with them.
- You admit mistakes openly and share learnings widely.
- You always share relevant information internally, even when uncomfortable.
- You act with good intent and trust your colleagues to do the same.

### **Passion**

- You care about the success of the OPCC.
- You inspire others with your drive for excellence.
- You are excited about your work.
- You are tenacious and optimistic.

## OPCC Strategic Values

### Innovation

- You develop new ideas that prove impactful.
- You look for every opportunity to reduce complexity and keep things simple.
- You challenge prevailing assumptions and suggest better approaches.
- You are flexible and thrive in a constantly evolving organisation.

### Curiosity

- You learn openly and eagerly.
- You seek alternate perspectives to improve your ideas.
- You see patterns and connections that other people miss.

## 4. Conclusion

Embedding organisational values in everyday work requires a multi-faceted approach that involves clear communication, behavioural expectations, leadership role modelling, training and development, fostering a positive culture, and ongoing evaluation and adjustment. Our organisational values are critical to creating a solid and productive workplace culture.

By defining and communicating a set of core beliefs and principles that guide the behaviour and decision-making of the organisation, we can create a sense of purpose and direction that can drive positive business outcomes. Prioritising engagement and inclusivity, continuously measuring and refining the organisation's values, we can create a culture that is resilient, adaptable, and aligned to that of a shared set of beliefs and principles, reinforcing our values.