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Ethics Committee

30 September 2021

**Name of Cabinet Member:**

Cabinet Member for Strategic Finance and Resources - Councillor R Brown

**Director Approving Submission of the report:**

Director of Human Resources

**Ward(s) affected:**

None

**Title: One Coventry Values Update**

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**Is this a key decision?**

No

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**Executive Summary:**

The purpose of this note is to provide the Ethics Committee with an update on the progress made with implementing the Council's One Coventry Values across the organisation and our future plans.

**Recommendations:**

The Ethics Committee is requested to consider and endorse the work undertaken and note the progress made in embedding the Council's One Coventry Values.

**List of Appendices included:**

Appendix 1- Employee Engagement

**Background papers:**

None

**Other useful documents**

None

**Has it been or will it be considered by Scrutiny?**

No

**Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?**

No

**Will this report go to Council?**

No

## Report title: One Coventry Values Update

### 1. Context

1.1 The Council's People Plan was launched in early 2020 with two of its key aims being:

- To develop, introduce and embed a set of organisational Values for One Coventry which will be incorporated into recruitment, selection and appraisals.
- To develop, a comprehensive Employee Engagement Plan that not only provides a mechanism for a strong employee voice, dialogue from the bottom to the top of the organisation but also celebrates success and achievement.

1.2 Our 'One Coventry Values' were introduced in January 2021 and have been co-created with the support and input of over 1300 employees across the Council, set out below are our final set of Values.



1.3 The Employee Engagement plan (see Appendix 1) launched in June 2021 provides a framework which demonstrates how we will enable our employees to have a strong employee voice, how we will build our One Coventry ethos and 'One Coventry Values'.

1.4 The Engagement Plan sets out:

- The importance of employee engagement
- The proposed Employee Engagement Plan
- The measures of success
- The proposed timelines

The Engagement Plan includes the following six key areas that will enhance and improve employee engagement across the Council:



The plan was developed following;

- The results of our employee Health & Wellbeing survey conducted in June 2020
- The launch of our 'One Coventry Values' and
- Research carried out on national and local trends on employee engagement.

## **2 Where are we now?**

2.1 The response to creating our 'One Coventry Values' and our recent 'Health and Wellbeing Survey' have shown just how valuable engagement is and as a result we will continue to build on this momentum as we recognise that there is still more work to be done.

2.2 There have been a number of significant successes and achievements to date which include;

a) Ensuring there is clarity of purpose of the Council's vision of One Coventry Value and behaviours. Specific actions completed to date include:

- Developing a new 'One Coventry Values' brand, promoting to employees via the intranet, Council sites, the Staff App, new employee lanyards and other corporate templates.
- Integrating the values within the Council's onboarding process including job adverts, job descriptions and an external Values webpage
- Embedding the values within the appraisal process
- Providing training to employees on the linkage between our behaviours and values

b) Creating a culture of open and honest communication which provides a mechanism for strong employee voice. Specific actions completed to date include:

- Developing a new Employee Newsletter which is accessible to all employees
- Working with employees across the organisation via focus groups to seek feedback on the development of a new employee recognition programme
- Working closely with our employee networks to ensure that there is a culture of honest and open communication with those employees from protected characteristics
- Implementing a new Staff App to engage with our wider workforce

## **3 Proposed next steps - September 2021 onwards**

3.1 Moving forward, the People and Culture Team and Communications Team will continue to develop and enhance employee engagement across the organisation, focusing on the following areas:

- Embedding employee engagement and maximising opportunities to be inclusive throughout the employee lifecycle.
- Assessing communication methods and practices to promote employee engagement.
- Exploring options to seek ownership and role modelling of employee engagement across the Council.

- Aligning the Council's Reward and Benefits with our Values to identify opportunities to enhance employee engagement.

#### **4 Timetable for implementing this decision**

- 5.1 Continuing to deliver the Council's Employee Engagement priorities in line with Councils' Employee Engagement Plan, 2021–2023 ongoing.

#### **5 Comments from Director of Finance and Director of Law and Governance**

##### **5.1 Financial implications**

There are no direct financial implications arising from this report. Work on the Coventry Values to date has been met from within existing resources.

##### **5.2 Legal implications**

The work on the Coventry Values supports adherence to the key principles arising from the Nolan committee on Standards in Public Life that as a Council employee officers must adhere to.

#### **6 Other implications**

N/A

##### **6.1 How will this contribute to the Council Plan ([www.coventry.gov.uk/councilplan/](http://www.coventry.gov.uk/councilplan/))?**

By implementing the actions included in this Plan, we will increase levels of Employee Engagement, which will make the Council a better place to work for our people and a better place to live for our customers. We have seen the difference this has made at other organisations, and are keen to begin our engagement journey to deliver positive and meaningful results.

##### **6.2 How is risk being managed?**

N/A

##### **6.3 What is the impact on the organisation?**

None

##### **6.4 Equality Impact Assessment (EIA)**

N/A

##### **6.5 Implications for (or impact on) climate change and the environment**

N/A

## 6.6 Implications for partner organisations?

N/A

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Usha Patel	Governance Services Officer	Law and Governance	17/09/2021	17/09/2021
Other members				
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Finance: Ewan Dewar	Finance Manager	Finance	15/09/2021	16/09/2021
Legal: Julie Newman	Director of Legal and Governance Services	Law and Governance	16/09/2021	16/09/2021
Director: Susanna Newing	Director of HR	Human Resources	16/09/2021	17/09/2021
Members: Name	Councillor R Brown, Cabinet Member for Strategic Finance & Resources		17/09/2021	21/09/2021

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