

Choose Havering Pledge

Introduction

As an employee of Havering Council, you choose to serve the residents and communities in our borough, determining how their local needs are met. The launch of *Choose Havering* is taking a closer look at what that choice should mean for all Council employees.

Choose Havering is about being supported and empowered in your contribution to help the Council be the best organisation it can be. *Choose Havering* is about WHY you should make a positive choice as a member of this organisation. Whether you are new in service or not. Whether you work on the front line or in the back office. Whether your role at Havering is for a six-month contract or part of your future career.

- If you have ever made a colleague's job harder, in order to make yours easier, you are not Choosing Havering.
- If you have ever avoided making critical decisions for the good of colleagues and residents, you are not Choosing Havering.
- If you have ever refused to collaborate with others despite it being for the greater good, you are not Choosing Havering.

On the other hand:

- If you have ever felt that you don't have the right tools or support to do your job well, why should you Choose Havering?
- If you have ever felt isolated in your role and unable to create consensus between different groups, why should you Choose Havering?
- If you have ever felt that your position was undermined from incoming colleagues, why should you Choose Havering?

If you have ever wanted more out of your role at Havering, now is the time to make that happen, with the understanding that you are committed to helping Havering Council change for the better.

Our pledge to you

Choose Havering will make it easy for you to see the future of the organisation and the skills, mindset and culture that will help you reach your potential and will be essential for collective success. We are in this together.

In this pledge is a series of initiatives which aim to break down barriers that stifle your ideas, growth and expertise and which in turn prevents us from developing and delivering the best service to residents that we possibly can.

What we want from you

We want you to help us create a culture that is thirsty for change, not scared of it. We need a Council full of curious people ready to talk about ideas. An organisation that will treat our residents as active planners and co-designers of the services for which we're responsible. An organisation that stands up against discrimination and stands for collaboration. An organisation that invests in your

development and enables you to take ownership of it. And an organisation where we all hold each other responsible for upholding every day our ICARE values.

- *Choose Havering* is about working together to move beyond the COVID-19 pandemic, which if anything, has shown how vital local government is in protecting lives and livelihoods.
- It is about using modern techniques and evidence to overcome problems and to think, work and behave in a way that faces the future with confidence and optimism.
- It's about building on, bottling the positives that have come out of the pandemic and moving to a modern organisation that's fit for delivering services for our residents and businesses and that we do it in the best possible way.

What we are offering:

Rapid Progress

We want all our staff to be thirsty for growth and motivated in their roles so we pledge to:

- A commitment that anyone who wants to take advantage of learning and personal development opportunities offered by the Council, no longer needs their managers permission to undertake it
- The commitment from the employer that we will become a learning organisation, and to allow all employees adequate time per month (i.e. half a day) to do some form of learning which in turn becomes part of the 121/PDR journey
- A commitment that everyone will have a PDR review with objectives set and review of performance/training discussed (future methodology currently under discussion)

Work Matters

We want all our staff to find purpose in their work at Havering Council so we pledge to:

- Invest in a Corporate Learning Offer tailored to employee needs at all levels and accessible to all – these will be better communicated so people stop missing out

Bright Future

We see that the individuals in our workforce have bags of potential and the ability to thrive so we will:

- Create more opportunities for professional development for junior employees who want to progress their career at Havering Council
- Commit to workforce and succession planning to develop and recruit internal people to senior roles, rather than going external
- A commitment to impartial recruitment and also a commitment to provide internal acting up and secondment opportunities.

Work/Life Balance

We understand the importance of staff wellbeing and how it can be supported through flexible working, so we pledge to:

- Ensure our management policies and frameworks are fit for the future, accessible to all and that they put your health and wellbeing first.
- Make sure that all of the Council's wellbeing resources and materials are easily accessible and well-communicated to all employees, including frontline and offline workers

Active Listening:

We know that consistent quality of communication is essential to a well-functioning modern organisation, so we will:

- Launch of new and improved, more engaged and intuitive employee newsletter that communicates to as wide an audience as possible
- Introduce a Change Charter Policy for running consultation
- Hold regular Lunchtime Learning sessions inviting external speakers for all employees to benefit from
- Develop a new intranet service so information is smart and accessible for all employees, including offline and teaching workers
- Communicate better with our manual workforce as well as non-tech workers or employees who do not have access to IT, as well as part time colleagues from front line services

Embrace Cultures

We believe every member of staff should be a team player and be treated as equals by all, which means we will:

- Become clearer on the reasons why we collate equalities data and use the data to develop policies which benefit all employees and address the barriers experienced by colleagues with protected characteristics
- Ensuring all colleagues, regardless of status, role, or level to be able to have their voice heard.
- Taking action on recommendations from the READI Review conducted by the Local Government Association
- Uphold the Core Values (ICARE) which all colleagues are working within or have tried to embed over the past 18 months

Modern Workplace

We understand that a place of work is not just where you go to work each day, there for we commit to:

- A Digital Showcase Month to help you get ahead and become early adopters of new technology
- A New Digital Platform (CRM)
- Invest in a diverse range of excellent equipment to meet the varied needs of the work, especially for frontline and offline workers

Radical Thinking

We want to help staff make bold moves and achieve new levels of innovation and creativity which means we will:

- Introduce a new and supportive people strategy developed with input from Trade Unions will help you feel empowered to think differently.
- Provide you with the technology and software you need to develop a new state of mind to how we approach things

What we need from you:

- **Choose to invest in yourself and your career**, to be ambitious, get out of your comfort zone and never stop learning
- **Choose to be curious and creative** in your thinking to help the Council become bolder and more innovative
- **Choose to be accountable** every day, and to hold others to account if they're not acting with integrity
- **Choose to make your voice heard** and communicate tactfully and respectfully so that we can move forward together
- **Choose to be a team player** and be someone your colleagues can rely on, whether they've worked with you for 10 years or 10 minutes
- **Choose to treat all people equally**, regardless of race, gender, sexual orientation, religion or any other characteristics that defines a group
- **Choose to put yourself forward**, be a role model and set the standard high for your colleagues
- **Choose to work with technology** and software that helps you do your job well
- **Choose to put residents first**, and to actively involve them in how our services are designed and run
- **Choose to believe great things can happen** as long as we all work together

Are you in?

If you feel ready to be Chosen by Havering for all the right reasons, [sign this pledge](#) to send the Council a strong message:

“I CHOOSE HAVERING”