



VALUES IN ACTION

... describe how we work at Arts Council England.

They outline the behaviour expectations of all colleagues.

We are ambitious means we will:

- actively seek out the best way of doing things
- embrace different ways of working and new opportunities
- respect diverse opinions, backgrounds and experiences
- build trusting and empowering relationships
- take accountability
- be confident
- take initiative
- celebrate success
- keep it simple

We won't:

- dismiss new ideas, innovations, or opportunities

We care means we will:

- encourage a collaborative and respectful culture
- recognise that not everyone is the same, and adapt support, learning and access to the needs of individuals
- put the welfare of our colleagues and stakeholders at the heart of what we do
- consider the environmental impact of what we do
- take responsibility for the wellbeing of ourselves and others
- recognise the ideas, innovations, effort, and talent of other teams and colleagues
- confidently challenge inappropriate, unprofessional or poor behaviour
- approach conversations with positive intent
- recognise the contribution of others and say thank you

We won't:

- ignore behaviour that isn't appropriate to the standards we've set out in our policies
- ignore those in need of assistance or support

We learn means we will:

- take ownership of our own learning journeys
- embrace opportunities for continuous learning
- make time for reflective practice
- seek and respond to feedback through active listening
- share our learning and experiences with others
- view failure as a learning opportunity, understanding what happened and what might be done differently in the future
- use mentoring and coaching approaches

We won't:

- ignore feedback, even if it makes us uncomfortable
- criticise mistakes when colleagues are trying their best and they are learning

Read our Values in Action alongside **The Seven Principles of Public Life**