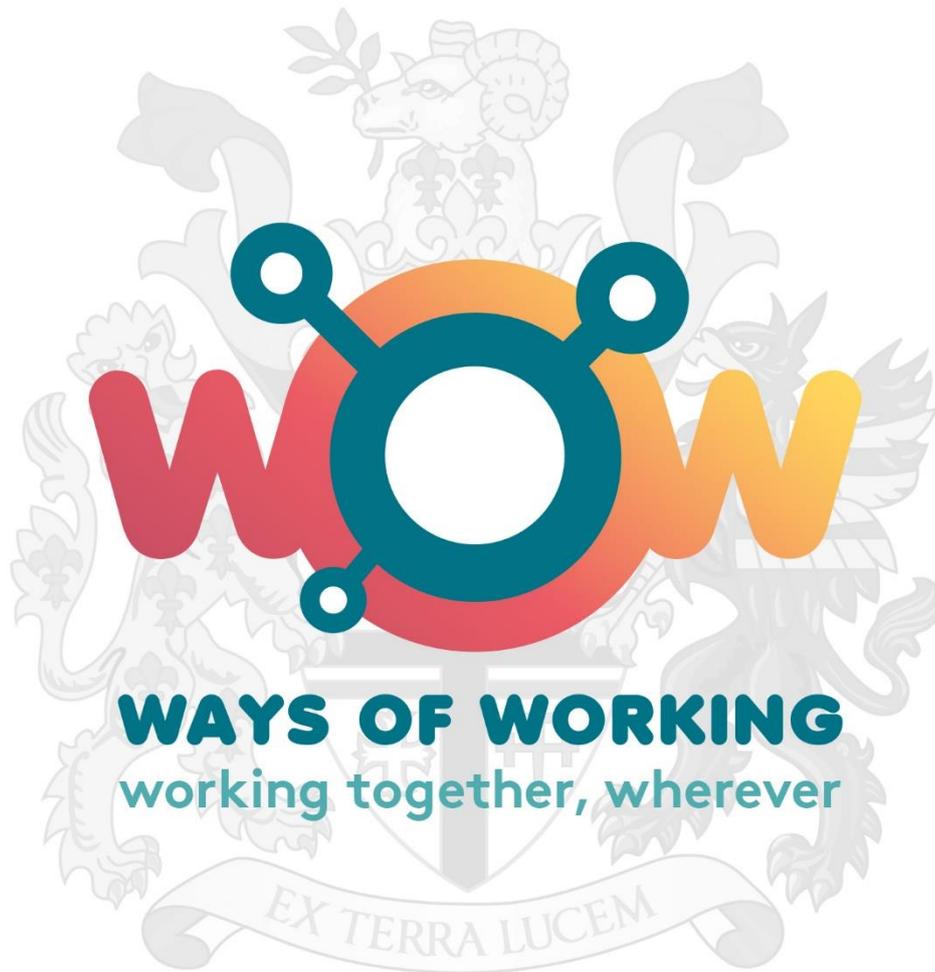


# Working Together at St Helens



## Our Strengths and Priorities

Working at St Helens Borough Council, every day is different, but we all come to work with the same shared purpose to work together to deliver our services for our residents.

*‘Working together for a better borough, with people at the heart of everything we do by improving people’s lives together*

*Creating distinct, attractive, healthy, safe, inclusive, and accessible places in which to live, work, visit and invest.’*

Our greatest asset is the spirit and strength of our close-knit community, never more evident than in the way it has come together during the COVID 19 crisis to support our most vulnerable residents. Our residents have told us that the pandemic has brought opportunities in terms of communities getting to know each other better, an increase in digital skills, people starting new businesses and closer relationships between people and organisations across the borough.



Together we have developed **6 priorities**, whatever role we have, we are all here to contribute to making these a reality within our Borough.

## Creating our Culture Together

### Our Priorities



Here at St Helens Borough Council we are passionate about working together and ensuring that everyone has an opportunity to get involved and have their say. As part of Transforming Our Council Together, we are creating our culture together. We know that organisational culture is not created by Leadership Teams but is how we collectively work together – it is

‘how we do things around here’.

## Our Vision for our Workplace Culture

### Working Together at St Helens

Everyone is included

Everyone has a voice

Everyone is empowered to influence

**Everyone is proud of what we do**



## Our Values



Together, we **trust** one another

Together we work with **integrity**

Together, we **collaborate**

Together we **keep innovating**

**This is what makes us TICK**

**Trust, Integrity, Collaborating & Keep Innovating**



## Bonds for Working Together at St Helens

### Together, you can expect from us

- a positive, inclusive and flexible workplace culture
- open, honest, fair and consistent leadership
- to care for your dignity and well-being
- to encourage you to share your views, to listen and take appropriate action
- to work with you, enabling you to think differently and be the pioneers
- to value and recognise your contribution
- to invest in you, providing opportunities to develop and grow
- to be proud of you and our Borough

### Together, we expect from you

- a positive attitude and to celebrate our differences
- to be open, honest and respectful of others
- to care for your own and colleague's dignity and well-being
- to get involved, make suggestions and share your ideas
- to dare to do things differently, embrace new ideas and ways of working
- to work flexibly and collaboratively with colleagues and partners
- to take the opportunity to learn and develop
- to take pride in what you do

## Well-being in Work

Well-being in work is really important to us and we support this by offering flexible ways of working and having a leadership culture of openness and communication. Our Chief Executive holds a monthly 'Conversation with Kath' which everyone is welcome to join.

We work closely with our Well-being Group and Mental Health First Aiders to support our workforce in developing a healthy work-life balance and encourage them to adopt a health lifestyle offering hints, tips and initiatives which they can participate in.

### Our Culture Champions

We have over 150 Culture Champions within our organisation. Their role is to work together with us on developing our culture. They are our critical friends, providing valuable feedback, sharing ideas and support us to communicate across the organisation.

All employees are welcome to get involved and become a Culture Champion.

[Watch a video](#) about becoming a Culture Champion.

### BAME Group

We are committed to the Liverpool City Region Race Equality Programme and work closely with our employee BAME Group to make positive changes throughout the organisation.

### St Helens Armed Forces Covenant

We signed the Armed Forces Covenant in 2012 and work closely with our local regiments to ensure the Armed Forces community receive the support and recognition they are entitled to.

Here at St Helens Borough Council we have a diverse range of roles, some with fixed start and finish times and some where there is more flexibility in how we work to deliver our services. We passionately believe that 'work is what you do, not where you do it'; empowering us to work differently to deliver better services. We have embarked on a programme to change our ways of working.



Our Ways of Working Programme gives us the opportunity to modernise our working practices, moving away from traditional assumptions about where, when and how work should be done to a culture of working wherever, whenever and however is most appropriate to get the work done. This doesn't just cover our working hours, locations and workstyles,



it is about being responsive and adaptive to service needs, embracing innovation and utilising technology.



Our frontline roles may be based within our depot, one of our Children's Centres, our Libraries or other operational locations within our Borough. All office / desk-based roles are agile by default and do not have a fixed desk or office space. Agile roles enable our workforce to work from home and come together to work collaboratively when needed. This way of working provides greater flexibility particularly in relation to the time and location employees can work,

subject to the requirements of the service and individual jobs.

[Watch a video](#) about our new ways of working.

We are trying out different options for ways of working at our Agile Hub in Atlas House.

## Supporting a Work-Life Balance

Our new ways of working programme supports a healthy work-life balance along with some of our other benefits. We offer an annual leave from 23 to 30 days depending on grade with the opportunity for all to purchase more each year. To support our workforce with family related matters we offer a whole range of support including parental leave, maternity leave, adoption leave and a flexible working policy.

## Pension Scheme

All employees at St Helens Borough Council are automatically enrolled in the Local Government Pension Scheme, Merseyside Pension Fund.

This is a career average related earnings scheme with a 13.3% contribution from the Council.

There is also an Additional Voluntary Contributions (AVC) Scheme with Prudential and Standard Life

This provides an opportunity to build a separate pot of money alongside the main scheme pension to give individuals extra income at retirement. The scheme provides the flexibility to change contributions at any time to suit personal circumstances.

Creating green and vibrant places is one of our 6 organisational priorities. In support of that we offer a Cycle to Work scheme to promote healthier journeys to work and to reduce environmental pollution. The scheme opens twice yearly, providing employees with the opportunity to purchase a brand-new bike and receive up to 42% discount on the retail price. Payments are taken directly from salary over a 12-month period.

## Developing Together at St Helens

Joining St Helens Brough Council at this exciting time will provide lots of opportunity for personal and career development. As we continue to transform our Council and Borough there are a wealth of innovative projects and pieces of work and we want everyone to get involved in changing the way we work and deliver our services in the future.

## Our Benefits Platform



All employees have access to an Employee Benefits Platform which is a dedicated site that acts as a one stop shop, accessible at home or at work, anytime of the day or night.

Benefits include exclusive discounts at six major supermarkets; exclusive deals at over 100 high street chains; money-saving offers at 26 restaurant chains; up to 40% discounts on cinema tickets, exclusive deals on Sky Store; over 42 entertainment venue offers; trade price across 200+ tour operators; plus, lots of independent store deals and deals available through local retailers within St Helens.



We are passionate about developing our staff and supporting everyone to reach their full potential. Creating a Culture of Learning is part of our Transformation Programme. We are developing a Leadership Management Development Programme aligned to our values and behaviours. This will be modular based and open to existing and aspiring managers and leaders within the organisation.

### Apprenticeships

Apprenticeships have transformed over recent years; they are now for people of any age and at any stage of their career who want to develop new skills and gain a qualification. These include vocational qualifications and everything in between up to postgraduate level!

An apprenticeship is a work-based learning programme that enables individuals to develop the valuable skills, knowledge and behaviours required for a specific job role to support career their development.

### Appraisals

We are also upgrading our current Appraisal system; this improvement will allow us to align it our both our organisational priorities as well as our values and behaviours. We think it is important for everyone to understand where their role fits and how they will contribute to delivering our 6 priorities.

We believe that appraisals are not just an annual event but part of an ongoing conversation to support development.



*Ben joined St Helens Borough Council as an apprentice and is now Duty Manager at Queens Leisure*

### My Learning

We have a dedicated E Learning platform at St Helens that enables staff to access training courses both specific to their job role and to support their personal development. We are in the process of making it even better with an upgrade as part of us transforming our council together programme.