

4 February 2019

VALUES

Purpose

1. To brief the EB on work to date on Values across FE, FS and FR. To ask them to consider the Values template produced showing all Values work across each organisation.

Background

2. During 2018, representatives across FS, FR and FE met to regularly review work in their areas concerning Values. It became clear towards the end of 2018 each organisation had different values and that agreement was required on how best to take this important work forward. It is clear each organisation champions their own Values and is reluctant to adopt the Values of one of the other organisations. It became apparent that FR, FS and FE would find it challenging to agree one set across the FC moving forward.

Discussion

3. A suggestion was put forward to the group by the Head of HR (FEE) in late 2018 to produce a table showing what each organisation was attempting to achieve through their work on Values, how they had engaged with staff and what each wanted to deliver post April 2019. Alice Cheyne, Relationships and Engagement manager was asked to produce the table attached.

Resource implications

4. None at this time however implementation may impact resources.

Risk Assessment

5. Not completed at this time.

Equality Impact Assessment

6. Not completed at this time.

Communications

7. A communications strategy will be produced depending upon the outcome of the discussions at EB and agreed way forward.

Recommendations

8. The EB are asked to discussed the Values and agree the way forward.

Jo Ridgway, Head of HR (FEE)

Alice Cheyne, Relationships and Engagement manager

- Paper 2/19 Annex, FC Values