



**DARLINGTON**  
Borough Council

## Our values:

### **RESPECT...**

be Respectful towards the Council, each other as colleagues as well as our community, residents, service users, stakeholders and wider partners.

### **INNOVATE...**

be Innovative in everything we do and voice improvements to ensure we offer quality services

### **COLLABORATE...**

act Collaboratively and ensure our successful journey of collaboration continues to ensure that we maximise opportunities to achieve success

### **DELIVER...**

deliver quality services to all and strive to always deliver the best we can with the resources available

## All employees will be expected to:

- Ensure that you work in line with all the Council's policies and procedures and ensure that you are aware of your obligations under these.
- Behave according to the Employees' Code of Conduct and ensure that you are aware of your obligations and responsibilities re. conflicts of interest, gifts, hospitality and other matters covered by the Code.
- Carry out your role in line with the Council's Equality agenda.
- Comply with health and safety policies, organisational statements and procedures, report any incidents / accidents/ hazards and take a pro-active approach to health and safety matters in order to protect yourself and others.
- Carry out any other duties of a similar nature related to this post that may be required from time-to-time.
- Darlington Borough Council and schools within the Borough are committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.