

Amber Valley Borough Council Partnership Behaviour Protocol

Achieve intended outcomes

Our priorities are evidence based and our decision making is transparent.

We will:

- Share resources to achieve joint outcomes.
- Monitor how well we have used our resources.
- Actively encourage ideas and innovation.
- Ensure that decision making is transparent.
- Be committed to continuous improvement.
- Ensure that claims of improved performance are based on clear evidence.
- Establish accountability both across the partnership (horizontally) and within each organisation (vertically).

Public interest

We act in the interest of the public and demonstrate value.

We will:

- Focus on long term as well as short term issues.
- Act in the interests of the public good over individual interests.
- Demonstrate to the community how we are achieving publicly valued outcomes.
- Agree a protocol for the handling of complaints that relates to our joint work.

Building partners' capacity

We build capacity in our partnership.

We will:

- Be committed to developing individual partners' skills to achieve our aims.
- Encourage partners to be confident working outside of their organisational culture.
- Be open to partners' suggestions and help.

Value & respect each other

We respect and value everyone's contribution.

We will:

- Ensure that all partners contribute appropriately and openly.
- Acknowledge the capabilities of all members.
- Recognise and embrace the role of voluntary and community sector partners.
- Avoid dominance by one or two individuals.
- Respect each other's roles and needs.
- Actively encourage the participation of all partnership members.
- Build effective working relationships with each other.
- Recognise the value of all partners' contributions.

Act ethically

We act ethically. We are open and objective and encourage constructive challenge.

We will:

- Agree a mechanism for whistleblowing and dealing with complaints.
- Ensure whistleblowers are supported.
- Actively promote a 'no-blame' culture.
- Support partners to both understand and constructively challenge any poor behaviour.
- Use appropriate, unambiguous and simple language.
- Agree how we will achieve democratic accountability.
- Ensure that our dialogue is open and transparent.
- Declare conflicts of interest and address them.
- Make sure that the purpose of all meetings is made clear.
- Be honest and objective.

Aligning strategies & networks

We harness our collective efforts through joint planning, delivery and governance arrangements.

We will:

- Ensure that partners can influence the decision making of member organisations.
- Allow sufficient time and capacity to be given to understand an issue and to reflect on its impact.
- Make sure that actions taken by the partnership are clear, time-limited and task-orientated.
- Encourage all partners to actively shape the strategy.
- Ensure that agreed actions are carried out.