



Hinckley & Bosworth Borough Council

Forward timetable of consultation and decision making

Council 9 December 2025

Wards affected: all wards

Council Values review

Report of Deputy Chief Executive

1. Purpose of report

1.1 To inform Members of a refresh to the Council's corporate values.

2. Recommendation

2.1 For members to note the report and endorse the revised values.

3. Background to the report

3.1 The Council's values set out who we are. They help to guide the behaviours, actions and decision making of everyone at the council. They set out the expected behaviours and culture we should all uphold when working together and with others.

3.2 The council's values have been reviewed and refreshed to respond to and build upon the positive feedback received in the Peer review and to reflect the aspirations and views of employees.

3.2 In summary, the Peer Review recommendations relating to organisational culture were to:

- i. Celebrate organisational culture and ethos by recognising the passion, commitment, loyalty and belief in place of staff and members,
- ii. Celebrate and communicate community leadership work; and
- iii. Clearly define the council's roles as a deliverer, facilitator, and influencer.

- 3.3 Alongside this, 70% of HBBC employees participated in the biennial staff survey earlier this year. Employees indicated they are keen to see the council continue to foster a culture of openness, honesty, and the sharing of important information consistently across all teams, building on the legacy and culture of HBBC as we move towards LGR.
- 3.4 The values have now been updated to reflect the Peer review feedback and employee comments to ensure they continue to meet the needs and aspirations of residents and of our employees.
- 3.5 The refreshed values will be communicated and shared with internal and external audiences including the web and sharepoint pages, recruitment materials, new starter packs, recognising training achievements and a staff recognition scheme. The staff recognition scheme will be a recognition programme that rewards employees who consistently demonstrate the corporate values. Nominations can be made externally by members of the public or internally on a peer to peer basis. This is to ensure that both customer facing and non-customer facing employees are able to be recognised.
- 4. Exemptions in accordance with the Access to Information procedure rules**
- 4.1 This is a public document and as such will be debated in public session.
- 5. Financial implications**
- 5.1 There are no financial implications arising directly from this report
- 6. Legal implications**
- 6.1 There are no legal implications arising directly from this report.
- 7. Corporate Plan implications**
- 7.1 The Corporate Plan will be updated to include the revised values.
- 8. Consultation**
- 8.1 This update has been informed by Peer Challenge feedback and the employee survey 2025.
- 9. Risk implications**
- 9.1 It is the council's policy to proactively identify and manage significant risks which may prevent delivery of business objectives.
- 9.2 It is not possible to eliminate or manage all risks all of the time and risks will remain which have not been identified. However, it is the officer's opinion based on the information available, that the significant risks associated with

this decision / project have been identified, assessed and that controls are in place to manage them effectively.

- 9.3 The following significant risks associated with this report / decisions were identified from this assessment:

Management of significant (Net Red) risks

Risk description	Mitigating actions	Owner
Not having an up to date Corporate Plan for the organisation will result in a lack of focus and priority over the delivery of services to our communities.	To bring accountability to progress made against the CorporatePlan.	Strategic Leadership Team

10. Knowing your community – equality and rural implications

- 10.1 The Corporate Plan vision and objectives and key values are focussed on the whole Borough and highlight the importance of engaging our rural and more remote communities.

11. Climate implications

- 11.1 The Corporate Plan key values and actions are focussed on the corporate priority of tackling climate change and supporting the actions set out as a result of the council' declaration of a Climate Change emergency and underpins the council's Climate Change Strategy.

12. Corporate implications

- 12.1 By submitting this report, the report author has taken the following into account:
- Community safety implications
 - Environmental implications
 - ICT implications
 - Asset management implications
 - Procurement implications
 - Human resources implications
 - Planning implications
 - Data protection implications
 - Voluntary sector

Background papers: Summary of Achievements against the Corporate Plan

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