

## Staffing Policy Committee

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### MINUTES EXTRACT OF THE STAFFING POLICY COMMITTEE MEETING HELD ON 3 JUNE 2020 AT ONLINE MEETING.

#### 21 **Code of Conduct**

The Committee received a report by the Director, Human Resources & Organisational Development which outlined proposed amendments to the council's code of conduct policy following the agreed changes to the behaviour framework.

The Committee were reminded that EPIC is the Council's employee brand standing for innovation, collaboration and empowering people and it is the golden thread of the employees' journey. A review of the current behaviour's framework was recommended to ensure that it continued to be an effective tool in promoting a positive culture and to support the council in delivering its priorities and aligned to the employee promise.

Focus groups and staff feedback formed the basis of the development of epic values. Staff supported in identifying what values resonated with them. It was felt behaviours held negative connotations and ratings should be removed to ensure the tool was viewed in a positive way also resulting in the removal of what a value does not look like.

The Joint Consultative Committee had been updated about the changes to the behaviour's framework. EPIC Values has also been presented to team EPIC and at the manager forum. All providing positive feedback, specifically highlighting the simplicity of the framework.

This was due to come to Staffing Policy Committee in March, but as the meeting was cancelled it was given approval through Officer decisions in order to progress with this and the code of conduct. The Committee were shown a draft version of the document at the meeting for which branding was still being finalised.

Committee members were happy with the epic values standards and the way it was clearly presented.

#### **Resolved:**

**That the Committee approve the changes to the code of conduct policy.**