

<p><b>We act with <i>integrity</i></b></p>	<p><b>We are <i>inspiring</i></b></p>	<p><b>We achieve <i>together</i></b></p>	<p><b>We can be <i>ourselves</i></b></p>
<p><b>We do things right, remaining focused on health, safety and value for money.</b></p>	<p><b>We lead by example, looking to improve, taking planned risks, and celebrating successes.</b></p>	<p><b>We work collectively and respond to, learn from, and embrace change.</b></p>	<p><b>We are inclusive and treat others with respect.</b></p>
<p>What this looks like:</p> <ul style="list-style-type: none"> <li>• We treat money like it is our own and speak up if we see time, money or resources being wasted.</li> <li>• We actively care about the health, safety, and wellbeing of all those we work with.</li> <li>• We deliver professionally, fairly, and objectively.</li> <li>• We do what we say we are going to do, when we say we are going to do it.</li> <li>• We are transparent in our decision-making and any limitations.</li> </ul>	<p>What this looks like:</p> <ul style="list-style-type: none"> <li>• We approach our work with care, pride, and humility.</li> <li>• We look at the bigger picture, seeking to make a positive impact by being innovative.</li> <li>• We share best practice and learn from others' expertise and work.</li> <li>• We engage widely, developing relationships which motivate and stimulate discussion and involvement.</li> <li>• We make long-term decisions based around value for money and sustainability.</li> </ul>	<p>What this looks like:</p> <ul style="list-style-type: none"> <li>• We are a high performing organisation, and we understand what is expected of us and from those we work with.</li> <li>• We keep things simple.</li> <li>• We actively build strong relationships with those who we work with, seeking to identify common goals, being clear where objectives align but also acknowledge where they don't.</li> <li>• We recognise that everyone has something to give and value others' potential.</li> <li>• We encourage and welcome constructive feedback from others.</li> <li>• We work collectively and collaboratively with our Parliamentary colleagues.</li> </ul>	<p>What this looks like:</p> <ul style="list-style-type: none"> <li>• We empower people to be their authentic selves.</li> <li>• We embrace openness and honesty.</li> <li>• We understand and strive for conscious inclusion.</li> <li>• We are kind to ourselves, making sure we achieve a sensible work:life balance.</li> <li>• We call out inappropriate behaviour.</li> </ul>
<p>What this doesn't look like:</p> <ul style="list-style-type: none"> <li>• Ignoring or disrespecting the heritage of the Palace and its collections.</li> <li>• Blaming others or failing to take accountability for our own actions.</li> <li>• Taking decisions without appropriate evidence.</li> <li>• Being afraid of speaking up and challenging inappropriate behaviours.</li> </ul>	<p>What this doesn't look like:</p> <ul style="list-style-type: none"> <li>• Being unwilling to explain what is being done.</li> <li>• Being critical of new ideas.</li> <li>• Blaming others and being unsupportive.</li> <li>• Being overly focused on previous programmes or projects.</li> </ul>	<p>What this doesn't look like:</p> <ul style="list-style-type: none"> <li>• Working in silos and keeping information to ourselves.</li> <li>• Assuming we know best and making others work to our preferences.</li> <li>• Valuing hierarchy more than experience.</li> <li>• Being overly forceful with our own views.</li> </ul>	<p>What this doesn't look like:</p> <ul style="list-style-type: none"> <li>• Forcing our opinions on others.</li> <li>• Judging others or having a fear of being judged.</li> <li>• Deliberately excluding others.</li> </ul>