

The Vision, Beliefs and Values of RCT Council

Our Shared Vision for Rhondda Cynon Taf

Rhondda Cynon Taf will be a community where everyone who lives, works in or visits the area will enjoy the benefits of a better quality of life, achieving their potential, while helping to develop and protect the area for the benefit of others.

About Us

In Rhondda Cynon Taf Council as an organisation, and as individuals, we support integrity, honesty, openness, personal excellence, constructive self-criticism, continual self-improvement, and mutual respect. We are committed to our service users and have a passion for improvement. We take on big challenges, and pride ourselves on seeing them through. We hold ourselves accountable to our customers, stakeholders, partners, and each other by honouring our commitments, delivering on results, and striving for the highest quality in everything we do.

RCT Council - What We Believe

We believe that

- the communities we serve deserve the best possible services and the best possible people to provide their services
- creativity and innovation are critical to our success
- the Council should be an exciting and challenging place to work
- diversity brings added value to the life of the Council and helps us grow, develop and provide better services
- our people should be respected, valued and recognised for the difference that they bring to their work in the Council
- our people have the right to work in a healthy and safe working environment, free from discrimination and victimisation and with the confidence that they and their contributions are valued
- learning and continual development are essential and that people perform most effectively when they are supported to achieve clear, challenging and realistic targets

RCT Council - What We Value in You

Integrity

We value people who:

- are open and transparent in their decision making processes and the actions they take
- always act with integrity and protect the Council's interests
- care for the environment and the society in which they work and who consider the impact of the work they do in these areas.

Openness

We value people who:

- consult with and listen to the people of RCT and enable opportunities for public involvement in the Council's decision making processes
- genuinely put service users at the centre by being consultative, visible and trusted
- promotes a culture of open, honest and transparent communication

Accountability

We value people who:

- are committed and reliable and take personal accountability for all they do.
- provide excellent customer service and demonstrate professionalism at all times
- act with fairness and consistency

Improvement

We value people who:

- continually challenge themselves and the services they deliver and who continually learn and develop
- create a culture of innovation and improvement and embrace change and who achieve outstanding results
- support others to adapt to change and takes responsibility for responding to challenges creatively

Managing People & Their Performance Templates

Delivery

We value people who:

- work effectively with people both inside and outside the organisation and proactively build strong relationships in order to achieve goals
- provide services that are accessible and make a difference for citizens
- manage resources efficiently and effectively in order to provide best possible value and service delivery
- take pride in delivering high quality services, efficiently and cost effectively

Respect

We value people who:

- enable fair and equal access to all Council services
- respect, value and recognise others for the difference that they bring to their work in the Council and the Communities we serve
- recognise that diversity brings added value to the Council and helps us grow, develop and provide better services.