



NEWSLETTER 4

APRIL 2017

The National Curriculum Citizenship; democracy in action. The Richmond group of the national campaign Fair Funding for All Schools shows the powerful impact of people power on local and national government. Parents, school staff and children from Richmond schools demonstrated outside York House to express their concern about the proposed new model of funding for schools. Find out more <https://www.facebook.com/FFFASRichmond/> and pledge your support.



Twickenham Conservative MP Tania Mathias and Richmond Tory Councillor and Cabinet member for schools, Paul Hodgins looking decidedly uncomfortable at being lobbied by children from local schools



The sickness policy continues to **cause problems** for managers and staff going off sick. Pressure from Wandsworth to reduce absentee stats is putting our staff here in Richmond under severe stress to adhere to a policy that we violently opposed. If you are called in for a Stage 1 meeting after being off sick on 3 or more occasions within 12 months, then you are not allowed to be off sick for the rest of the year! So if you had that **horrible bug** that was doing the rounds and were off 3 days then you came back to work and you got the bug again (it was that kind of bug) then no matter what vile germs you may next pick up from the kids or on the bus, you must struggle in no matter how you feel, infect your colleagues and know that you have helped out with the stats. **Good Egg**, that should score you some points on your appraisal. Is that being supportive of your colleagues? (See values and Behaviours below)



If you want to do well in your appraisal and go for that PRP here is what you will be assessed on:-

The three types of objectives:

1. Task
2. **Values and Behaviours**
3. Learning and Development

Lest you forget, here are the **values and behaviours**. Read them, absorb them and if someone would like to convert them into a little song, we can sing them together every morning with our hands on our hearts!

SSA Values and Behaviours

The SSA core story describes the kind of organisation that we want to build in order to achieve our goals.

Our new values and behaviours help describe how we will do this.

Our values

The SSA's values are being open, being supportive and being positive.

The focus of these values is on how we work together as a staff group, although they are likely to be applicable to the vast majority of customer interactions that you have.

Being open

Being open means we share views openly, honestly and in a thoughtful way. We encourage new ideas and ways of doing things. We appreciate and listen to feedback from each other.

Examples of open behaviours include:

- Listening
- Honesty
- Constantly seeking out better ways of doing things
- Taking responsibility for mistakes and learning from them
- Challenging constructively and asking others to challenge you
- Explaining the thinking behind decisions
- Approaching change and ideas with an open mind
- Encouraging everyone to offer ideas for improvement
- Dealing with issues when they arise
- Communicating openly and consulting when possible
- Being visible and approachable
- Building respect and trust

Being supportive

Being supportive means we drive the success of the organisation by making sure that our colleagues are successful. We encourage others and take account of the challenges they face. We help each other to do our jobs.

Examples of supportive behaviours include:

- Not using email when a face to face or phone conversation would be better
- Supporting colleagues to achieve their potential
- Recognising and rewarding good work
- Offering praise in public
- Having regular individual and group discussions
- Empower people to make decisions and take responsibility
- Appreciating and valuing each other
- Promoting and supporting equality and diversity and respecting differences
- Setting clear direction and expectations
- 'Mucking in' to help each other
- Valuing everyone
- Keeping an eye on each other

Being positive

Being positive and helpful means we keep our goals in mind and look for ways to achieve them. We listen constructively and help others see opportunities and the way forward. We have a 'can do' attitude and are continuously looking for ways to help each other improve.

Examples of positive and helpful behaviours include:

- Having a can do attitude
- Following through and keep our promises
- Being consistent
- Giving constructive feedback
- Going the extra mile
- Adopting best practice wherever it comes from
- Celebrating and sharing success

- Leading by example
- Being proud of what we are doing together
- Being adaptable and flexible
- Seeking wide collaboration
- Focusing on the solution not the problem

Why these values are important

Ultimately our values and behaviours are about not just what you do, but **how** you do it.

They are designed to remind us how we want to behave, in ways that will help us achieve our goals together: positively, openly and supportively.

The message is not that you must always demonstrate all of them all of the time, rather that you should be mindful of them whenever you can. One important way to help embed them is to be open to constructive challenge from colleagues and to recognise situations where it can be very difficult to apply them.

Going forward, the values will be reflected in the performance appraisal system, staff awards programme and in some of our key staffing approaches such as recruitment, induction and training, and equality and diversity.

From the end of next week we will be joining the 21st Century with our own Facebook and Twitter accounts.



https://twitter.com/richmond_unison



<https://www.facebook.com/RichmondUnison/>

See You There

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<http://campaign.goingtowork.org.uk/petitions/don-t-cut-a-single-workers-right-in-uk-law>