

Statement of purpose, values and outcomes (Agreed by Council 9.3.17)

The Highland Council's purpose is to improve outcomes for Highland communities, Highland citizens and the region as a whole. It leads, invests in and gives strategic direction for regional development.

We stand up for the Highland region. We represent its interests and the contribution the Highlands make at a national and international level.

The Council is the only public body in the Highlands that improves public services through democratic scrutiny by elected members. This includes a wide range of Council services and police and fire services. We seek to widen democratic rights so that more people can have a say in what matters to them and local community groups can be supported to do more for their local communities. This will bring people together in new ways to be honest about and openly discuss the funding challenges which face public services and to find local solutions together.

The Council must achieve best value for the public money it spends on services. This means being efficient, open and accountable for our own resources, and also challenging the arrangements for public services provided by other public agencies in the region. We will work with partner agencies to simplify and integrate public services in order to get better value for public money. Responsibilities and ways of working may change and we will adapt, putting the needs of people and communities before the needs of organisational and professional boundaries.

The Council has the interests of Highland citizens at the heart of everything we do. We do our best to respond to people's current needs and demands for service and we also work to prevent poorer outcomes for people and communities which can lead to higher costs arising in the future.

We intend to do more to support disadvantaged people and disadvantaged areas, so that economic growth in the Highlands is shared more evenly. We want more people to contribute to, as well as benefit from, economic success. This will mean changing how services are provided and resources are used.

The quality of our staff is a major asset to the Council. We must be a good employer, as well as one of the major employers in our region. We will encourage our staff to challenge positively and to be innovative, making the most of a 'can do' attitude, and their close connections with communities. We will support them through change.

Elected Members know when to set aside potential differences and work on a constructive basis to support the work of the Council and its workforce to deliver positive outcomes for the community as a whole. They share a strong public service ethos with staff and will foster good working relations with them.

Statement of Council values

We believe everyone can have new ideas for doing things better. We want to hear them, especially when they challenge us. We believe good ideas and good results come from people coming together with different views, being respectful and honest about what we can do together. We will make even more effort to hear voices that are not normally heard. We will have faith in staff to use their initiative and we will have faith in local communities to do more for themselves.

Challenging

Open to ideas

Participating

Empowering

Statement of Outcomes for the Council

Highland is an attractive place to do business, with key sectors supported and making the most of our outstanding natural resources. Our economic growth is shared across the region, with opportunities for everyone to contribute and benefit, making the most of the skills of our people and developing them.

The world class environment of Highland is protected, enhanced and enjoyed by residents and visitors.

Highland is an attractive place to live, work and learn, where people and communities can achieve their potential, supported and connected by good infrastructure, amenities and services. In growing up and growing older we enjoy a good quality of life, living in safe communities, taking care of each other and looking out for those who need more support.

Highland communities are better supported to do things for themselves, with opportunities for wider participation in local decision-making and community led services.

As a public body, we are resource efficient, work smarter using up to date technology and trying out new approaches. We are business-like, operating commercially in order to support public services. Our staff and Members are closely connected to their local communities and are supported in their commitment to public service. We work with other public services to ensure all our public resources are used effectively and to prevent poorer outcomes which result in higher costs in the future.