Our Vision: *With you, making Surrey safer*

**Our Mission**

- Serving the needs of our community
- Flexibly responding to a constantly changing environment
- Recognising and embedding diversity in everything we do
- Solving challenges through intelligence driven collaboration, innovation and improvement
<table>
<thead>
<tr>
<th>Our Values</th>
<th>Our Behaviours</th>
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| **Responsibility**  
*We are answerable for our decisions and actions.* | • Take responsibility for our actions and omissions  
• Be accountable for delivering our part of the organisation’s mission  
• Ask for help and work as one team to achieve our goals. |
| **Fairness and Respect**  
*We embrace diversity and promote a culture of inclusivity.* | • Be respectful to others and have the courage to challenge poor behaviours  
• Recognise and value the contributions and talents of all, for the benefit of individuals and the organisation  
• Contribute to an open and non-judgemental culture where everyone feels able to speak their mind. |
| **Honesty and Integrity**  
*We are truthful and trustworthy.*  
*We do the right thing, even if it is not the easiest option.* | • Admit to mistakes and allow the organisation to learn from them  
• Deliver and accept constructive feedback in order to continuously improve  
• Engage in open, mature and honest communication  
• Do what is right, even if it’s not convenient or for individual benefit  
• Keep to our promises  
• Work openly with colleagues and build relationships based on trust and a common purpose. |
| **Leadership**  
*We choose to lead by example and inspire others in an ethical way.* | • Encourage others to be the best they can be by demonstrating high standards at all times  
• Use our values to support ourselves, colleagues and the organisation to perform at the highest level  
• Make ethical, legal, and transparent decisions. |
| **Openness**  
*We are open to new ideas.* | • Be flexible and willing to accept new challenges and ways of working  
• Encourage innovation through active engagement and understanding how we can do things better  
• Be open and transparent in our actions and decisions, putting the organisation before personal gain. |
| **Professionalism**  
*We will always be the best we can be.* | • Understand the needs of our residents and do all we can to deliver the best service possible  
• Use skills, judgement and self-control to conduct ourselves appropriately at all times  
• Remain curious and continue to learn - seek out new experiences and knowledge. |