

The Values Behaviour Framework

Respect



Leadership



Integrity



Safety



SAFETY – CARING FOR OUR WORKFORCE, OUR PASSENGERS AND THE PUBLIC BY CREATING AN ENVIRONMENT WHERE NO ONE GETS HURT

RESPECT – UNDERSTANDING OTHERS, RECOGNISING THEIR VALUE AND BEHAVING ACCORDINGLY

DELIVER	<ul style="list-style-type: none"> We take care of ourselves and others by making health and safety a considering in everything we do We look after our own and others wellbeing We address every hazard whenever we notice them to minimise harm We speak up and ask questions if we are unsure about any issues concerning health and safety We learn from safety and wellbeing issues to make sure they are not repeated
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DELIVER	<ul style="list-style-type: none"> Where we affect people, we involve them as early as possible and seek their opinions We listen to others. We invite, provide and respect challenging views We identify and address conflict in our teams before it becomes a problem We treat people with empathy and compassion We appreciate the strengths and differences of others and support them to grow for everyone's benefit We treat people with respect independent of their status or views of us
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EXCEL	<ul style="list-style-type: none"> We take care of each other, regardless of relationship We seek opportunity to surpass current thinking on safety, health and wellbeing We make safe decisions and choices as second nature We recognise and praise good safety practice and talk positively about our experiences We maintain the highest safety standards possible
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EXCEL	<ul style="list-style-type: none"> We explore different ways of working, asking 'why not?' Instead of 'why?' We help people to work together across different areas We develop an inclusive working environment where everyone feels valued and involved We ask for feedback and give constructive, evidence-based and fair feedback to others We treat people with empathy and compassion, fairness and dignity
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INTEGRITY – ACTING FAIRLY, TRANSPARENTLY AND CONSISTENTLY

LEADERSHIP – USING INNOVATION AND CHALLENGING TO LEAD BY EXAMPLE

DELIVER	<ul style="list-style-type: none"> We are committed to the goals and objectives of the project We follow our policies and practices to maintain our high standards We agree results and goals with stakeholders and work together to achieve them We are honest and communicate openly We are dependable and follow through on our commitments We develop positive and productive relationships with all stakeholders
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DELIVER	<ul style="list-style-type: none"> We are committed to delivering excellence We share best practices and innovative ideas with others so everyone can benefit We learn from mistakes and apply lessons learned to avoid them happening again We demonstrate self-awareness, recognise our own limitations and seek to address these We maintain a results focus even in challenging situations, we show courage and seek support from others when struggling We role mode exemplary values in everything we do
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EXCEL	<ul style="list-style-type: none"> We create an environment where people feel free to raise issues and have them addressed without negative repercussions We are clear on what we expect from each other We take time to explain why we are making decisions in a certain way We spot competing priorities and seek to reconcile them in a transparent way We anticipate our stakeholders concerns and priorities and share information to keep them informed We encourage everyone we work with to live up to our values
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EXCEL	<ul style="list-style-type: none"> We foster an environment that encourages creativity and innovation where existing assumptions can be challenged We turn challenges into opportunities and apply creative thinking to address them We act as coaches and mentors for others and support them wherever we can We consider different methods and demonstrate willingness and flexibility to change plans as needed
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