

Towards the very best...

Education Learning & Leisure Culture and Leadership



Aberdeenshire 
COUNCIL

Serving Aberdeenshire from mountain to sea – the very best of Scotland

Education, Learning and Leisure: Culture and Leadership

Policy statement 2012

Rationale

An aim of the Service is to ensure that our culture and leadership provides a shared vision that inspires and promotes continuous improvement at all levels and for all members of the community.

In Aberdeenshire, best culture is described as being open, honest, fair and respectful. best leadership is described as consistent, communicated, concise and collegiate.

It is recognised that leadership is important to Education, Learning and Leisure for effective service delivery and that the qualities of best culture are dynamic and should be shared with all.

Guiding Principles

Our culture and leadership policy is linked closely to other Aberdeenshire and national policies.

The best culture and leadership policy should be based on:

- An inclusive community
- High quality leadership at all levels
- Statutory, national and local requirements

Outcomes

- A working environment where people are supported, valued and respected
- Confident, focused and competent individuals that are empowered to lead
- Ambitious, innovative and forward thinking people
- High quality consultation, openness and communication
- A shared understanding of people and their diverse roles and responsibilities

These outcomes meet statutory, national and local requirements.

Roles and Responsibilities

All colleagues have a responsibility for building a culture of leadership that encourages mutual, professional development.