



# Working at Leicestershire County Council

Our employment deal



Find us on:





**More than 5,000 people work for Leicestershire County Council, making a difference to people's lives.**

If you're reading this you're either one of the people already making a difference, or you're thinking about joining us and being part of the team at Leicestershire County Council.

Either way, we hope that you will find this information useful – and that it will help to bring out the best in you, throughout a career that is supported and rewarding.

John Sinnott  
Chief Executive

Councillor Lee Breckon  
Lead Member for Resources



**“Leicestershire County Council have been a brilliant employer in terms of training and opportunities. I’ve always had strong managers, been part of a fantastic team and a good structure that helps to get you to the furthest point possible in your career.”**

Dawn, Children and Family Services



## About us: a thriving council

Leicestershire County Council is one of the best performing councils in the country. We've achieved several decades of high performance, with our success recognised by national Government, industry awards and our residents.



It's our people that drive the council's success. Their day-to-day effort, creativity, determination and commitment to the people of Leicestershire to help us achieve our aims.

We provide services to more than 700,000 residents every day. This can range from supporting older people and children to running essential services such as waste disposal and road maintenance.

We work together with our communities and partner organisations to create a great place to live, to bring up a family, and build a business, supported by public services that offer good value for money.

Our main office is at County Hall, Glenfield. We also have some social care centres and depots across the county, in the heart of the communities they serve.

We're proud of Leicestershire, and we think it has much to offer.

- It's centrally located, easily reached by road or rail, and only an hour from London by train
- It's a hugely diverse and inclusive place to be, reflected by our diverse workforce
- The biggest Diwali celebrations outside India
- There's stunning countryside right on our doorstep
- Our universities are world class
- We're home to pork pies, Stilton cheese and a battlefield where history was made

# How we make a difference

We strive each day to make a difference for people in Leicestershire. Whether we're fixing the roads or protecting young people, supporting a carer or helping to boost the economy.

It's important that our people know what the council is here for. We focus on five outcomes, which describe the difference Leicestershire County Council will make to people's lives.

These aims guide the way we make decisions and how we make the most of our resources - working closely in a joined up way with partner organisations where we can.

We're aiming to achieve the following outcomes for people:



## 1. Clean and green

Leicestershire will tackle and minimise the effects of climate change by embedding environmental sustainability into everything we do.



## 2. Great communities

Leicestershire communities are thriving and integrated places where people help and support each other and take pride in their local area.



## 3. Improved opportunities

People in Leicestershire have the opportunities and support they need to take control of their health and wellbeing to reach their full potential.



## 4. Strong economy, transport and infrastructure

Leicestershire's economy is growing, infrastructure and transport provide excellent connectivity so that people and businesses have access to opportunities and can fulfill their potential.



## 5. Safe and well

People in Leicestershire are safe and protected from harm; they live in a healthy environment and have the support they need to live active, independent and fulfilling lives.



“By describing the difference we will make to people, communities and business, we're able to sharpen our focus on what really matters – the outcome. Our plans must have real and lasting benefit for people in Leicestershire.”

Nick Rushton, Leader, Leicestershire County Council





**“I was part of a staff focus group that discussed the council’s values. It surprised me how, while we all worked in different service areas, we came up with similar words to describe what drives us and how we behave.”**

Fiona, Corporate Resources and Co-chair, LGBT+ staff network

## Our values and behaviours – what we expect from you

Like any public sector organisation, we have policies, procedures and a code of conduct.

We expect everyone to understand and stick to these rules. These policies ensure that we do the basics well and we have a strong foundation of good governance.

To achieve our aims and get the results we need to really make a difference, we also expect our people to embrace a set of common values and behaviours. These underpin everything we do and describe the way we approach our work.



### Positivity

We find the best way to get things done, and aspire to be the best we can. We deliver quality services and inspire others to deliver results.



### Trust and respect

We take ownership and accountability for our actions. We value diversity. We’re inclusive and listen to the views of others.



### Flexibility

We adapt to support the needs of the business. We work creatively, collaboratively and support our colleagues.



### Openness and transparency

We are honest with the people we work with and serve. We share information and communicate clearly.

## What you get in return – the benefits of a job well done

Yes, you get paid, and receive a decent number of days off for doing your job. But we want you to get a lot more from working at Leicestershire County Council.



### Work-life balance

We all have a responsibility to do our job well and people at Leicestershire County Council are dedicated and committed – no matter which area of the organisation they're from.

But we know that people enjoy work more and are more productive if we can support them to achieve some balance. We're flexible, and we expect our people to be flexible too.

We ensure our staff have the technology and equipment they need to be able to work safely and comfortably, when, where and how they need to. Where possible, and dependent on the requirements of each role, this may include working from home, working from a different location (such as one of our touchdown points), adopting a hybrid working approach, and even working hours of the day that suit them and the work they do best. In short, we trust our people to get the job done.

You can also 'buy' extra annual leave - you never know when you might need it...



### Career development and training

We want people to build a career at Leicestershire – bringing the best of their talent and ideas to their roles.

We offer excellent training opportunities – which come in all sorts of packages to suit your needs and the needs of the organisation. This can range from formal learning through to coaching and shadowing.

**“There's give and take from our managers, because they know we're working hard. As long as I'm meeting my objectives, that flexibility around working hours or working from home when I need to, is there.”**

Neil, Children and Family Services



### A place where you can be yourself

We know that people perform better when they can be themselves, so we have created a work place where people can be open with colleagues.

We value our workers' groups – for BAME, disabled, LGBT+ staff and those who are carers outside of work – and encourage staff to be involved.



## Staff benefits

As well as having the option to join the national Local Government Pension Scheme, our staff discount offer gives you access to local and national discounts on everything from spa breaks to DIY. We also run a 'cycle to work' scheme, which means you can buy a bike and save money on travel.

**“There are many good things about working at Leicestershire County Council. I get to work on projects that really help people. I also work with a great bunch of people who support me. Plus - there are some real perks - such as discounts on holidays.”**

Sally, Corporate Resources

**In my role, I've been able to oversee the important work that the county council is doing in becoming an Anti-Racist Organisation. A key part of this is to represent Black, Asian and Multi-Ethnic workers, and ensure their voices are heard when it comes to policy, representation in different departments, and ensuring equality”**

Rabinder, Senior Policy Officer - Anti-Racism



## Support when you need it

The wellbeing of our employees is important to us. Along with a dedicated Health & Safety team, we offer free access to a wellbeing service including professional counselling and mental health first aiders throughout the Council.

We are a menopause friendly employer, working to ensure that our menopause guidance document is embedded into practice and all staff are aware of it as a resource. There is also an internal Yammer group, frequent drop-in sessions and Learning Hub resources to help staff feel more supported around the menopause.

We also have trade unions based on-site and available to support members.



## Genuine recognition and thanks

Our efforts continue day-in-day-out. Often throughout the night and weekends. We encourage people to recognise and celebrate each other's hard work, achievements and talents. Hundreds say thank you by sending a special e-card. Or the old fashioned way - by taking time to speak to someone or drop them a line personally.

We regularly showcase those who've received an e-card. Each year (when possible), we invite those who've received one to an event where they can meet others and feel appreciated.



“Regularly seeking and understanding the views of staff is just one of the ways we can ensure that we’re driving improvements across the organisation – based on robust evidence.”

Jo, Chief Executive’s department



The results of our recent staff survey show:

93%  
of staff  
believe the  
council  
is a good  
employer

92%  
agree that  
their manager  
supports flexible  
working

92%  
feel trusted to  
carry out their  
job effectively

93%  
believe the  
council is  
committed to  
equality and  
diversity

91%  
of employees feel  
that they are treated  
with respect at work

## What our staff say...

We take time to listen to your views. Every two years we run our council-wide staff survey. It’s a chance for people to tell us how they’re feeling about their job, their manager and the council.

The survey is just one way we ask people for their thoughts and ideas. We also regularly hold roadshows, briefings and focus groups on a range of issues. Over the last few years more than 90% of attendees at events have said they found them useful.

As well as being a place to find the latest news, our staff intranet is also a social media channel – where people can share ideas, pose questions and make suggestions.

## You’re part of the team

Working at the county council, you’re part of achieving our aims for Leicestershire and the communities we serve. You live our values and deliver on our shared behaviours – each day. You’re rewarded and recognised for your hard work and commitment.

## Join us

If you think you share our values and have the skills we are looking for, visit [www.leicestershire.gov.uk/jobs](http://www.leicestershire.gov.uk/jobs) for more information.





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