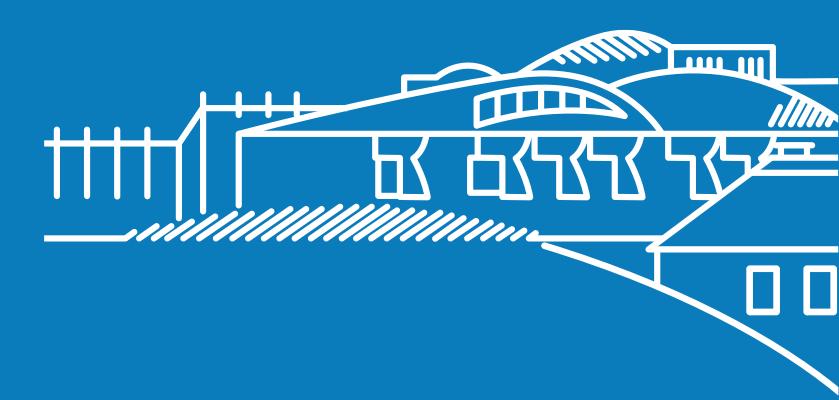


The Strategic Plan for the Scottish Parliament

Plana Ro-innleachdail Pàrlamaid na h-Alba



Our Values

STEWARDSHIP

Focusing on the longer term to ensure we are leaving things better than we found them and putting our shared interests ahead of any individual or team.

INCLUSIVENESS

Understanding the big picture and seeking out alternative perspectives. Every colleague feels they are able to make a valued contribution and deliver their best work.

EXCELLENCE

Taking care to enhance our reputation in everything we do and using our skills and resources to deliver high-quality sustainable results.

RESPECT

Appreciating difference, building cohesive teams and fostering the values and experiences of diversity.

Behavioural Standards Framework

As well as defining the values that are important to us as an organisation, we have captured the behaviours that will underpin those values, setting standards for the way in which we deliver all of our operations and for how our managers take responsibility for that delivery. This means not only the services we provide to Members and the public, but the way in which we recruit, develop and retain our staff and the way in which we interact with each other.

Full details of our organisational values can be found in the <u>Behavioural Standards</u> <u>Framework</u>.



The Strategic Plan for the Scottish Parliament



OUR 'IMPROVE THE PARLIAMENT' OBJECTIVES

- · Alignment of SPCB services to best meet Members' evolving parliamentary and constituency needs
- Ensure robust plans and resources are in place to enable the Parliament to scrutinise and respond to the impact of the UK's withdrawal from the EU
 and any other constitutional change
- · Ensure robust plans and resources are in place to allow Parliament to continue its functions in light of the COVID 19 emergency
- · Meet the challenges of the future and drive improvement by investing in the capacity, knowledge and skills of our staff
- · Meet the challenge of becoming a diverse and inclusive organisation
- · Enhance the accessibility and security of our facilities and services
- Invest in our facilities and systems to improve effectiveness, efficiency and flexibility
- A modern Parliament, demonstrating a smart, confident use of technology and information to drive improvements in how we communicate and work
- Members are well supported during the transition to the sixth session of Parliament in 2021