

The Electoral Commission

Electoral Commission charter

We are **inclusive** and **respectful** by:

- Being open to new ideas and new ways of thinking, and valuing different knowledge and skills
- Creating a workplace where everyone feels supported and encouraged to contribute and achieve their potential
- Standing up against bullying and harassment and having the tools and support to report behaviour of this nature
- Creating an open, welcoming and inclusive environment for all

We are **professional** and **supportive** by:

- Striving to develop professionally and personally with a focus on high quality work
- Providing everyone with opportunities to learn and develop, prioritising and encouraging growth
- Welcoming and delivering feedback in a positive and constructive way
- Asking for help where we need it, and being prepared to help others
- Championing others' professional or personal achievements

We are **collaborative** and **flexible** by:

- Working collaboratively with teams across the Commission, sharing resources, knowledge and ideas, and supporting each other to achieve the Commission's goals
- Being understanding and flexible to our colleagues' individual needs and circumstances and to different ways of working
- Being open to change and the opportunities it brings