



THE WESTMINSTER WAY

How we will support
and develop our people
to deliver a City for All.



City of Westminster



THE WESTMINSTER WAY

We will create a culture of openness, transparency and integrity by developing our staff to be the very best.

This is underpinned by three pillars:

Personal development

Everyone has talent

Value our people and diversity

Everyone is valued

The Westminster Way of working

Everyone is a leader

All of this will be made possible through a modern and progressive working environment, policies and technology.

Personal development

We will create opportunities for our people to thrive.

- + We believe that everyone has talent. We will coach and mentor our people, taking the time to nurture our own.
- + We have a culture where our people embrace feedback and are constantly learning. Setting high standards and finding innovative ways to provide a better service to our residents.
- + We attract and recruit the best people who embrace the Westminster Way.

How we will do this

- + Talent development programme
- + Learning and development programme
- + New personal development framework

EVERYONE HAS TALENT



Value our people and diversity

Everyone is valued and we embrace our differences, to bring new perspectives to the future challenges of our city.

- + We are committed to diversity and inclusion. Celebrating and recognising the contribution of our people in a fair and transparent way.
- + We care about health and wellbeing and will create an environment that empowers our people to have the right work, life balance.

How we will do this

- + Diversity and inclusion programme
- + Reward and recognition programme
- + Health and well-being programme

EVERYONE IS VALUED



The Westminster Way of working

This is how we work and the way we work.

- + We believe that everyone is a leader. Whether that be leading a team or taking the lead in your own role.
- + At Westminster our people are productive, ambitious, collaborative and enterprising, in the way we work to provide the best service to our residents.
- + We champion modern and agile working and an open and transparent outlook to the way we work.

How we will do this

- + Embedding the Westminster Way
- + Agile and modern working
- + Engagement programme

EVERYONE IS A LEADER



WE ARE ALL HERE TO BUILD A CITY FOR ALL

This means a city where people from all backgrounds are empowered to make choices that make their lives better; a city where people are protected from harm; a city where people have the opportunity to build their lives and raise their families.

We will realise this vision by achieving success in five distinct areas.

We want Westminster to be a:

- 📍 City of opportunity
- 📍 City that offers excellent local services
- 📍 Caring and fairer city
- 📍 Healthier and greener city
- 📍 City that celebrates its communities (#MyWestminster)

CITY FOR ALL




City of Westminster

City
for
All