



TOWN OF

**Bassendean**

# You, me and the Town of Bassendean

[A little book of culture]







Why have we  
made this booklet?

## It's about culture

Our shared values, beliefs and behaviour expectations – our workplace culture is a collective understanding of who we are and how we go about our business.

It's about knowing who we are, what makes us unique and where we're going.

It's about knowing what we value and how we embed our values into our decisions.

It's about knowing our purpose and how each of us contributes.

It's about you, me and the Town of Bassendean.





## Who we are

Who we are is who we are together.  
We are one team.

We are a small Local Government with around 150 staff. Our local government area includes Ashfield, Bassendean and Eden Hill. Our natural environment is spectacular and our connection to the river is strong.

Our community values the Town's sense of community, history, natural environment and accessibility.

People come to work for local governments because they want to make a real difference for the local community. They stay at the Town of Bassendean because they do make a real difference for the local community.

Our work is purpose driven.

Our work is challenging.

Our work is meaningful.

We are small in size, but we are big in heart, connectedness and collaboration. Our size means our success is dependent on working together. Roles are broader in smaller organisations and in a small organisation we are challenged by meaningful work that stretches us. We move fluidly between being a specialist in our field and a generalist, contributing to broader organisational goals. Collaboration is the essential ingredient to ensure we move forward.

Who we are, is who we are together. It's about you, me and the Town of Bassendean.



## Our purpose

Together we are building a strong and connected community and a strong identity that celebrates our culture, heritage and bright future.

Our community of staff share a sense of purpose:

We believe in the ability of local government to make a real difference for local people.

We are more than our qualifications and experience, we have local community networks and we invest our whole selves in working to make the lives of our community members better.

We get excited about integrating ideas and skillsets to get better outcomes. Few organisations combine so many disciplines, specialists and industries in one organisation – all working towards the same goal.

We want to spend our working hours doing something that makes our district a great place to live, work and visit.

We are invested in the long-term outcomes of a place and are passionate about aligning business, community and government to achieve social, economic and environmental outcomes.

We believe that some of the greatest challenges of the next 50 years will be solved first at a local level – small local action leading to big widespread change.



## Town of Bassendean Council Plan 2023-2033

The Town's Council Plan is a compass that guides our decisions and our work, and a reflection of who we are and what we strive for. It reflects the voices, lived experiences and aspirations of the local community today and follows best practice community-led strategic planning principles. We engage widely with our community to create and continually revise the Plan; it provides our vision for the coming decade.

## Connecting the Plan to the work we do

The Plan connects the sense of purpose that our community of staff share with the Town's strategic priorities, and we use the Plan to ensure that our work is aligned to the Town's priorities and goals. It provides clear strategic direction and forms the basis for our ongoing operations and service delivery. It guides our decision making in where we direct our efforts and in assessing new projects and ideas. We track our progress and maintain our focus through our four-year corporate business planning, annual team functional planning and individual performance and development planning cycles.

How we go about getting our work done is informed by our corporate values.



# Town of Bassendean corporate values

Our corporate values guide our behaviour.

We take a values-based approach with our decision-making and how we go about achieving our goals. Our community of staff connect with these values, and they let prospective staff know what's important to us. We are more comfortable in environments where we can genuinely connect with and share the values.

Our values are woven through the fabric of our workplace culture, and by applying them to our everyday work we all contribute to forming and nurturing this culture. Our values are a part of you, me and the Town of Bassendean.



## Our values



### Community

We are future-focussed. We are dedicated to building a sustainable future for our community by demonstrating strong leadership to balance economic, social, environmental and cultural challenges.

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### Respect

We treat others with dignity. We value all of our different roles and perspectives, communicating in a constructive and considerate manner.

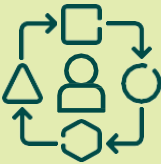
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### Connection

We support each other. We are one team collectively responsible for creating a safe and positive environment that supports and celebrates initiative, creativity and well-being.

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### Adaptability

We are flexible. We are solutions-focused, we embrace challenges, opportunities for improvement and share our knowledge in pursuit of desired outcomes.

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### Accountability

We act with integrity. We are honest, open, take responsibility and act in the public interest in all our dealings with each other, Councillors and our community – we strive for personal and collective excellence.

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## What's next?

Whether you are a long-standing member of our staff community, a new employee or a prospective employee, this little book of culture is about who we are and how we go about doing things.

It connects our purpose with our work.

It guides our journey throughout our employment lifecycle.

It shows us what we can expect of each other—in our behaviour and our decisions.

It's about you.  
It's about me.  
And of course, it's  
about the Town of  
Bassendean.



TOWN OF  
**Bassendean**

*Some content in You, me and the Town of Bassendean is taken from the Town of Bassendean Council Plan (2023 - 2033) and the Town of Bassendean website.*