



## Behavioural Support Policy

Type	Discretionary
GDS Category	Governance - Public
Responsibility	Manager Governance
Policy Adopted	19 June 2023
Review Period	Within 6 months of the 2026 local government elections
Last Reviewed	New Policy
Next Review Date	February 2027
Policy Version Number	1
Applicable Legislation	Local Government Act 1999 s75F
Related Documents	Behavioural Management Policy
Public Consultation Required	No



## 1. Preamble

This policy has been prepared and adopted by Whyalla City Council pursuant to section 75F of the *Local Government Act 1999* (the Act). This policy forms part of the Behavioural Management Framework for Council Members.

Section 75F(2) provides that a Behavioural Support Policy may:

- a. Specify directions relating to behaviour that must be observed by members of the council; and
- b. Set out guidelines relating to compliance by members with the Behavioural Standards for Council Members and directions under clause a. above; and
- c. include any other matter relating to behaviour of council members considered appropriate by the council.

Section 75F(3) provides that a Behavioural Support Policy:

- a. must not be inconsistent with the Behavioural Standards for Council Members; and
- b. must comply with any requirements specified by the Behavioural Standards.

## 2. Introduction

Whyalla Council Members recognise our obligation to serve the best interests of the people of Whyalla and to discharge our duties conscientiously, to the best of our ability, and for public, not private, benefit at all times.

To serve the community well, Whyalla Council Members will work together constructively as a Council. This, in turn will foster community confidence and trust in local government.

Whyalla Council Members will make every endeavour to ensure that they have current knowledge of both statutory requirements and the required standards of practice relevant to their position.

In discharging all their duties under the Act, Whyalla Council Members have identified their overarching purpose as being to **share and create a prosperous future for the community of Whyalla**. In doing so, Council Members are committed to working together with respect, trust, empathy, and constructive debate to promote good governance and create opportunities that benefit all residents. Council Members believe that by belonging and growing together as a team, they can help to grow Whyalla and foster community pride, while building trust and sharing prosperity for all.

## 3. Policy Statement

The Council Members of **Whyalla City Council** commit to the following values and supporting behaviours:

### Council's Team Charter:

1. Trust: We value truth and vulnerability, and we will allow ourselves to be vulnerable with each other to foster trust. We will trust each other as people.

2. Commitment: We are committed to calling out issues when necessary and holding ourselves accountable for our actions.
3. Respect: We will always treat each other with respect.
4. Teamwork: We will work together, practicing empathy and believing that teamwork makes the dream work.
5. Constructive Debate: We will explore issues with curiosity, listen to each other, and understand and respect our differences. We will handle conflict with inclusive language and focus on the issue at hand.
6. Focus: We will start with the end in mind and be well prepared to stay focused on our agreed priorities.
7. Accountability: We will hold ourselves accountable for the outcomes of our work and for bringing empathy to our interactions.

**Council's Leadership Charter:**

1. Inclusive and Respectful Leader: We will be an all-inclusive and respectful leader, working with each other, the Administration and the community to grow our city and create opportunities for all residents.
2. Decisions Based on Fact: We will make decisions based on facts, not emotions.
3. Respect Group Decisions: We will respect decisions made by the group.
4. Give and Get Respect: We will always give and get respect.
5. Support People before Power: We will never follow a leader who is more interested in power than in the people they lead.
6. Dream and Know You Can Do It: We will dream big and believe in our ability to achieve our goals.
7. Respected in the Community: We will be respected in the community as a Council.
8. Brave and Respectful Advocate: We will be brave and respectful advocates, valuing community voices while growing together.
9. Encourage Participation: We will encourage participation in debate, ensuring everyone can speak without fear of ridicule.
10. Creating Opportunities: We will create more opportunities for others to discover their ability and to motivate them to grow and achieve their goals.
11. Passionate, Open, Decisive, and Connected: We will be passionate, open, decisive, and connected to our Purpose and each other.
12. Personality: Our Council is collaborative, respectful, and committed to creating a prosperous future for Whyalla.

## **4. Council Member commitments**

To support our shared values and behaviours, the Council Members of Whyalla City Council agree:

1. That as the currently elected custodians, entrusted to oversee the affairs of the Council we have a duty to put the interests of the community before our own.

2. As most council members will serve at least a four-year term on council together, it is important to spend time focused on building and maintaining positive and constructive relationships, participate in workshops and undertake training.
3. To fulfill our duties, we will establish and maintain relationships of respect, trust, confidentiality, collaboration, and cooperation with other council members and the employees of council.
4. As a democratic tier of the government in South Australia we acknowledge our role in representing a wide diversity of viewpoints within the community. We:
  - a) recognise that it is appropriate and important for a range of views to be expressed at council meetings.
  - b) accept we are likely to disagree at times as part of robust debate, but we will always show respect in our differences.
  - c) undertake, when we disagree, that we will do this respectfully. In particular, we undertake, when disagreeing with others, that we will focus on the merits of the argument and not make personal or derogatory remarks about other council members or council employees.
5. At council meetings we will engage with each other in a respectful and civilised manner, and we will exercise care in expressing views regarding the conduct of other council members and council employees.
6. The Presiding Member has the primary role in maintaining good order at council meetings. However, all council members will responsibly lead in demonstrating and supporting constructive and positive behaviour in effective decision making at council.
7. When engaging and communicating with council administration we will do so in accordance with the requirements of the CEO and relevant legislation, recognising the distinct and separate powers of Council Members and the CEO and the importance of working together constructively to achieve outcomes for the community.

To support the undertakings made above, the Council Members additionally commit to participating in activities to monitor and review the shared values and behaviours throughout the term of Council.

## **5. Other matters relating to the behaviour of Council Members**

Council Members consider it appropriate and agree that all Council Members will act in accordance with the following specific obligations:

### **5.1 Media**

1. Council members may express their individual personal views through the media. When this occurs, it needs to be clear that any such comment is a personal view and does not represent the position of Council.

2. If council members choose to express dissent in the media, they should address the policy issues and refrain from making personal criticism of other council members or council staff. Any such commentary should not include any remarks that could reasonably be construed as being derogatory, defamatory or insulting to any person.
3. Council members may link and disseminate key information from official Council social media platforms in messaging to the community but should refrain from changing or interpreting the information.
4. Council members will refrain from individually commenting on Council’s formal social media channels, acknowledging that these channels are for official Council communications.
5. For clarity, this policy does not attempt to prevent robust political debate in the media on political issues. This policy does set rules on how views should be expressed.

## **5.2 Communication and engagement**

1. Council members, as representatives of Council, will communicate and engage with the community on Council’s key directions, providing factual information on the challenges and opportunities respectfully and in accordance with resolutions of Council.

## **6. Further Information**

This policy is available to be downloaded, free of charge, from Council’s website:

[www.whyalla.sa.gov.au](http://www.whyalla.sa.gov.au). A printed copy may be purchased on request from the Council office.