

Our Bank Behaviours

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We have an ambition, set out by Governor Andrew Bailey, for the Bank to be more human, humble and in step with a changing world (</bank/our-bank/Pages/default.aspx>). Our Bank Behaviours is a new framework which encourages everyone to act in a way that empowers us to give our best and defines effective behaviours we need to reflect in our daily working practices.

Overview of Our Bank Behaviours

Our Bank Behaviours, launched on 6 February 2023 (</BankNews/Pages/LaunchofOurBankBehaviours-638109497237189517.aspx>), are at the heart of all we do and are instrumental to drive a culture that enables our people to thrive, invest in personal career development and focus on what matters in our role here at the Bank. They help us to add value and support Andrew's central ambition.



The behaviours should be weaved through the entire colleague lifecycle from **recruitment***, through **performance** and, in time, **learning and career development**.

*Please note that the Our Bank Behaviours Interview Questions (</BankNews/Pages/OurBankBehavioursInterview-638168872314067039.aspx>) for use by Hiring Managers, were launched in April as part of an update to the recruitment guidance and templates. The interview questions are now categorised **by scale** to ensure consistency in interviews and alignment with the Our Bank Behaviours toolkit and detailed framework.

What do Our Bank Behaviours mean?

Our Bank Behaviours will, in essence, already feel familiar because of the good foundations we have already built within the Bank, particularly around building a diverse and inclusive Bank, which is a strategic priority. We know that there will be elements of the Our Bank Behaviours framework that may feel new.

The full toolkit (</Banknav/IML.asp?svr=BOE-DMS&db=Services&id=15856838&v=0>) explains these behaviours in detail, providing indicators and based on your scale. In summary:

Act Inclusively

We want to build a truly inclusive culture to enable all colleagues to thrive. We will do this because it is the right thing to do and will make us even more effective. In acting inclusively, you will take action to earn trust and the confidence of others; embrace differences in perspectives and cultures and inspire purpose for people to do their best.

Drive Growth

We want to create a culture for all colleagues to unlock the potential by investing in personal career development to harness skills and capabilities required to achieve our business objectives now and in future and inspire high quality conversations. To drive growth, to do this every colleague is encouraged to have courage to overcome the fear to do what's right; demonstrate self-awareness for personal strengths and development; and develop talent by helping colleagues of all backgrounds to meet their goals.

Delivers Outcomes

We blend broad expertise and experience to succeed in delivering the Bank's Mission. To deliver outcomes, we focus on what matters most. We start by developing vision, exploring future scenarios and possibilities, responding to change and setting strategies to deliver the Bank's purpose. And, we achieve results by holding ourselves and other accountable to meet commitments.

Purpose of the Toolkit

The Our Bank Behaviours Toolkit is a practical guide has been developed to:

- **set expectations** on behaviours that colleagues should exhibit at all levels, whether you are in a supporting role, an analyst, or leading a team or large business area
- **recognise behaviours** that have a positive impact on delivering our ambition and acknowledge ways in which we can improve
- **seek opportunities** to continuously learn and grow – acknowledging that everyone can become a leader, regardless of scale

Our Bank Behaviours Model on a Page

The Our Bank Behaviours have six levelled descriptions to reflect the different expectations we have of colleagues based on their experience and role by Scale groupings. This means that what is expected of someone working as, for example, a junior analyst, is different to what you would expect from someone an experienced specialist or senior leader. When viewing the Our Bank Behaviours Model on a Page (</Banknav/IML.asp?svr=IMSERVER&db=Services&id=15960873&v=1>), you will be able to see the build of the levels across the behaviour as a whole. This can be helpful when considering your own development if you are looking to progress to a more senior level and can also help you understand where you may be excelling as evidence for your performance review.

Where can I find support?

- **All practical support** and resources relating to performance, development or recruitment can be found in the toolkit (/Banknav/IML.asp?svr=BOE-DMS&db=Services&id=15856838&v=0)
- **FAQs** – Key questions have been included in the FAQs (/Banknav/IML.asp?svr=BOE-DMS&db=Services&id=15855214&v=0) to aid colleagues during launch and will be updated periodically. Key questions have also been included in the Knowledge Area of One Bank Service (https://eoff.fa.em1.ukg.oraclecloud.com/fscmUI/faces/FuseWelcome?_aftrLoop=16491316598088708&_aftrWindowMode=0&_aftrWindowId=null&_adf.ctrl-state=x5omrg814_1&_aftrFS=16&_aftrMT=screen&_aftrMFW=696&_aftrMFH=120&_aftrMFDW=1280&_aftrMFDH=720&_aftrMFC=8&_aftrMFCI=0&_aftrMFM=0&_aftrMFR=144&_aftrMF)
- **Our Bank Behaviours Mailbox** – If you have queries and cannot find the relevant support, please send them to the Our Bank Behaviours Mailbox (<mailto:OurBankBehaviours@bankofengland.co.uk>)

You can find the toolkit linked under attached files on the side of this page, along with other key documents in relation to Our Bank Behaviours, the rollout and embedding of these.