

The background image shows a grand stone gate with a decorative wrought-iron archway. The gate is flanked by two tall stone pillars. In the distance, a large, multi-story stone building with many windows is visible. The entire image has a teal overlay.

West Berkshire Council

Working With Us

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“Shaping West Berkshire’s tomorrow, today.”

Introduction

Working for West Berkshire Council

Welcome to the West Berkshire Council's "Working For Us" Document. Here, we outline the various rewards and benefits designed to support our dedicated staff. Rooted in our values of integrity, customer focus and fairness, we prioritise a community-first mindset and a positive, inclusive work culture. This document details the benefits aimed at enhancing your well-being, professional growth, and job satisfaction, reflecting our commitment to valuing and rewarding your contributions.



A young woman with long brown hair in two braids, wearing a dark blue polo shirt with the West Berkshire Council logo, stands in a lush green field. The background shows rolling hills and a clear sky. A teal speech bubble is in the top right, and a purple banner is at the bottom.

Working together, for you

At West Berkshire Council, the work you do really matters and directly impacts the people and places around us.

“Shaping West Berkshire’s tomorrow, today.”

Organisation

Overview

At West Berkshire Council, we structure our organisation to serve our residents to the best of our ability. Find out more below.

Our Organisation Structure

People

Places

Resources

MORE INFO



30+

Years established

43

Electoral Seats

162k+

Residents

1500+

Employees

Our Mission

Making West Berkshire greener, fairer and more prosperous, with thriving communities and services we are proud of.

West Berkshire Council is dedicated to enhancing the quality of life for all its residents through sustainable and equitable practices. Our mission is to deliver high-quality services that support community well-being, economic growth, and environmental stewardship. We are committed to innovative solutions and collaborative efforts that build a vibrant, inclusive, and resilient community, ensuring that every resident can thrive.

Location

Situated in the south of England, we are extremely lucky to have the best of both: rural villages with rolling open fields mixed with the likes of Newbury Town Centre with its busy high street, a historical Market Town.

Covering 272 square miles, around 60 per cent of our area is designated as an Area of Outstanding Natural Beauty. Newbury is the largest town in West Berkshire, although Hungerford, Pangbourne, Thatcham, Theale and Tilehurst are also significant communities, along with the suburbs that border Reading in the east.



Newbury





More than just a job

Working for West Berkshire Council

Working for West Berkshire Council is more than just a job; it's an opportunity to make a tangible difference in the lives of the people and communities we serve. Our dedicated employees can see the direct impact of their efforts in the vibrant, thriving communities they help to build and support. From improving local services to enhancing public spaces, every role at the council contributes to the well-being and development of West Berkshire, creating a fulfilling and rewarding work experience.

“At West Berkshire Council, we really *CARE*.”

Our Offer To You

We asked our employees what they like best about West Berkshire Council; why they chose us as their employer and why they choose to continue their career with us now. Their feedback helped us to understand what we do well, and what they appreciate about working here. This helped us form the following five pillars to underpin our offer to current and future/prospective employees.

Our Employee Offering

Reward &
Recognition



Learning &
Development



People &
Culture



Community
Spirit



Environment &
Sustainability



Our Values

At the centre of everything we do are our core values; integrity, fairness and customer focus.

At West Berkshire Council, our core values of integrity, fairness, and customer focus guide every aspect of our work. These principles are the foundation of our commitment to providing exceptional services and fostering a supportive, inclusive community. By adhering to these values, we ensure that our actions are transparent, equitable, and centered on the needs of our residents, driving us to continuously improve and excel in all that we do.



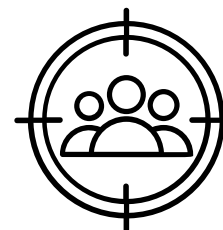
Integrity

We uphold the highest standards of honesty and transparency, ensuring trust and accountability in all our actions and decisions. We value integrity in everything we do.



Fairness

We treat everyone equitably, fostering an inclusive environment where diversity is respected, and all voices are heard.



Customer Focus

We prioritise the needs of our community, delivering responsive and efficient services to enhance the quality of life for our residents.

An aerial photograph of a water park. In the foreground, there is a large rectangular swimming pool with lane markers. To the right of the pool is a colorful play area with several small, brightly colored structures (orange, pink, yellow, blue). In the center, there are two water slides: one is blue and the other is green and white striped. To the left of the slides is a fenced-in area with a blue structure and some equipment. The background shows lush green trees and a paved path.

We all want a better place to live and work in

As many of us are residents of West Berkshire, the work we do affects us too. We are all working towards a brighter future for the next generation.

“Working together to make West Berkshire better.”

People & Culture

At West Berkshire Council, we pride ourselves on cultivating a workplace that thrives on the strength of our people.

Our commitment to fostering an inclusive and supportive environment ensures that every employee feels valued and respected. We believe in empowering our staff through continuous professional development and creating opportunities for growth and advancement.

We understand the importance of a healthy work-life integration and provide flexible working arrangements and wellbeing programmes to support our employees in all aspects of their lives.

Together, we build a vibrant and motivated community of staff who are dedicated to making a positive impact.



Inclusive & Supportive Work Environment

We foster a diverse and inclusive workplace where every employee feels valued and supported, promoting a culture of respect and collaboration.



Work-Life Integration

Our flexible working policy and robust wellbeing programmes support employees to develop a healthy work-life integration and thrive both professionally and personally.



Colleagues who Care

Our team is composed of dedicated and compassionate colleagues who support each other, creating a friendly and caring workplace community.



Employee Recognition and Engagement

We celebrate achievements and recognise hard work through various employee engagement initiatives, awards, and social events, creating a vibrant and motivated workforce.

Health & Wellbeing



Mental Health First Aiders

We have trained Mental Health First Aiders available to offer support and guidance for mental health concerns, ensuring a supportive and understanding workplace environment.



Flexible Working Hours

We offer flexible working hours to help you achieve a better work-life integration and accommodate personal and family commitments.



Generous Holiday and Leave Policies

Our generous holiday and leave policies include annual leave, public holidays, and additional leave options to support your personal time off and recovery.

Our **Cycle to Work** scheme offers employees the opportunity to purchase a bicycle and safety equipment through a salary sacrifice arrangement, promoting a healthier lifestyle.

“West Berkshire Council really do care about my health and wellbeing - and that means so much.”

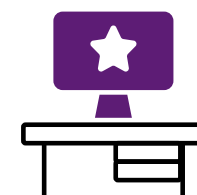
Our **Employee Assistance Programme** offers confidential support services, including counseling, legal advice, and financial planning to help you manage personal and professional challenges.

Our Guiding Principles at Work



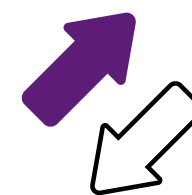
Professionalism

We maintain a professional environment that supports high standards of conduct, performance, and mutual respect among all employees.



Respectful Workplace

We cultivate a respectful workplace culture where diverse perspectives are valued.



Accountability

We foster a culture of accountability where employees take responsibility for their actions, decisions, and contributions to achieving organisational goals.



Integrity

We uphold integrity in all our actions, ensuring transparency, honesty, and ethical behaviour in every aspect of our work.

Diversity, Equity & Inclusion

At West Berkshire Council, we are dedicated to promoting diversity, equity, and inclusion in all that we do.

We strive to create a workplace where everyone feels respected and valued, regardless of their background or identity. Our commitment to equity ensures that all employees have access to the same opportunities for growth and development. By embracing diverse perspectives, we enhance our ability to serve our community effectively and foster a culture of innovation and collaboration.



Respectful and Inclusive Culture

We cultivate a respectful environment where diverse voices are heard, and every individual is valued.



Equal Opportunities for All

We ensure equitable access to career growth and development opportunities, empowering every employee to succeed.



Embracing Diverse Perspectives

By embracing and celebrating diversity, we drive innovation and enhance our community impact through varied insights and ideas.

At West Berkshire Council, we believe our workforce should reflect the diverse community we serve.

As a proud Disability Confident employer, we are dedicated to supporting candidates with disabilities, health conditions, or neurodiverse needs.

If you require any adjustments during the recruitment process, simply let us know or select the 'Guaranteed Interview Scheme' option on your application. We are committed to making reasonable adjustments wherever possible, both during the selection process and in your day-to-day role.

Examples of adjustments we can provide include:

- Offering application documents in alternative formats
- Access to hearing loops
- Extra time during interviews
- Accessible interview environments
- Enabling captions for video calls
- Additional training or guidance

“We’re committed to removing barriers and ensuring our recruitment process is accessible to everyone.”





“Your Voice, Our Action.”



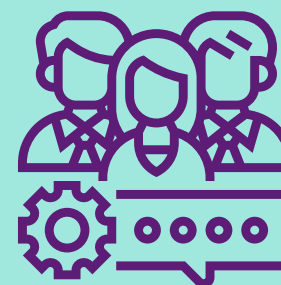
Transparent Leadership

Our leaders are committed to open communication and transparency, ensuring that employees are informed and their feedback is valued.



Communication Channels

Through platforms like 'Let's Chat' and other forums, we provide accessible channels for employees to ask questions, share ideas, and voice their concerns.



Members and Unions

We actively collaborate with council members and unions to represent and address employee concerns, fostering a cooperative and fair workplace.

Reward & Recognition

Long Service Award

Honouring Dedication and Commitment
Our Long Service Award celebrates your remarkable journey and unwavering commitment over the years.



Competitive Holiday Package

Our holiday package is highly competitive (starting at 28 days+ bank holidays) and ensures you have ample time to relax and rejuvenate; helping you to maintain a healthy work-life balance.

Life Assurance

Peace of Mind for You and Your Loved Ones
Our life assurance coverage provides financial security for you and your family, giving you peace of mind knowing that we have your back in the event of unexpected circumstances.



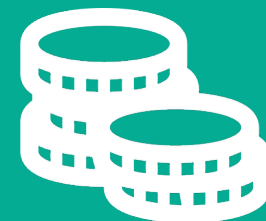
Retail & Gym Discounts

Take advantage of exclusive retail and gym discounts, helping you save on everyday purchases and supporting your health and wellness goals.



Local Government Pension Scheme

Benefit from our comprehensive Local Government Pension Scheme, offering you a reliable and supportive retirement plan to help you plan for a comfortable future.



Annual Pay Awards

We offer employees an annual pay award each April to recognise progression and performance in role.

A wide-angle photograph of a rooftop solar panel installation. Two men in white hard hats and high-visibility yellow safety vests stand in the center, smiling. The roof is covered with rows of solar panels. In the background, there are residential buildings and a blue sky with white clouds.

Work today, progress tomorrow.

The work we do together now, will have an impact on our community and residents for years to come.

“Building better futures, together.”

Learning & Development



Access to Online Learning Platforms

We offer access to a variety of online learning platforms with a wide range of courses, enabling you to learn at your own pace and convenience.



We provide a diverse range of training programmes designed to enhance your skills and knowledge across various professional areas.

Our leadership and management courses, including ILM and MBA programmes, are tailored to develop future leaders and enhance strategic decision-making skills.



Professional Qualification Support

We support employees in obtaining professional qualifications, such as graduate degree apprenticeships in law, finance, and other fields. This includes financial support, study leave, and mentoring for employees pursuing recognised qualifications in their professional disciplines.

Mentorship and Coaching Opportunities

Employees have access to experienced mentors and coaches who offer advice, feedback, and support for personal and career development.

“The opportunities West Berkshire Council have given me to progress means that I am always learning, always growing.”

Workforce Development

Committed to Your Career

At West Berkshire Council, we are deeply committed to workforce development, investing in our employees' growth and success. Through a range of comprehensive training programmes, mentorship opportunities, and continuous learning initiatives, we empower our staff to enhance their skills and advance their careers. Our focus on professional development ensures that our workforce remains skilled, motivated, and ready to meet the evolving needs of our community, fostering a culture of excellence and innovation.

Planning for the next stage of your career

Your career development means as much to us as it does to you. Our Workforce Development team are always on hand to talk about the options available to you.



Apprenticeships

Growing Our Own Talent

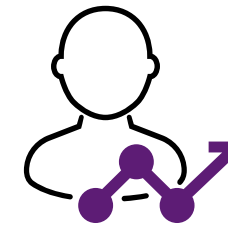
At West Berkshire Council, we are proud to offer a robust apprenticeship programme that provides valuable hands-on experience and training. Our apprenticeships are designed to equip individuals with the skills and knowledge needed to excel in their chosen fields while gaining recognised qualifications, at whatever stage of their career.

By investing in apprenticeships, we support the development of existing and future talent and provide a pathway to meaningful and rewarding careers within the council and beyond.



Adult & Childrens Social Care

From Occupational Therapy and Social Work degrees, to L2-7 Care qualifications, we support training in both Adult and Children's services.



Professional Business Degrees

Our apprenticeships include graduate degree programs in law, finance, and other disciplines, preparing individuals for high-level careers.



Leadership & Management

Our leadership apprenticeships, include MBA and ILM programmes, cultivating strong managerial skills and strategic thinking for future leaders.



Specialist Learning

We offer senior apprenticeships in specialist fields like Town Planning and Environmental Health, to increase vital skill sets in these areas.

T-Levels

Work Placements at West Berkshire Council

At West Berkshire Council, we offer T-Level students meaningful work placements that provide hands-on experience and real-world learning opportunities.

These placements are designed to help students apply their classroom knowledge in a professional setting, develop essential skills, and gain insights into their chosen career path. By working alongside experienced professionals, students have the chance to make a positive impact on our community and future workplace.

“Nurturing the next generation of talent.”

Securing the Future Talent Pipeline

We know that by nurturing the next generation of talent, we will have the local knowledge and skills required to secure a prosperous future for West Berkshire.



Net Zero by 2030

We have big ambitions to reach Net Zero by 2030 and the work we do is paramount in achieving this goal.

WOOLLEY
FAWLEY 1

BRIGHTWALTON 1

“Working Towards a Greener West Berkshire.”

Environment & Sustainability

At West Berkshire Council, we are dedicated to leading by example in our commitment to environmental sustainability.

At West Berkshire Council, we are dedicated to leading by example in our commitment to environmental sustainability and responsible stewardship. Our initiatives focus on reducing our carbon footprint, promoting energy efficiency, and enhancing green spaces across the community. We actively support sustainable practices through projects like renewable energy programmes, waste reduction strategies, and conservation efforts.

By embedding environmental responsibility into our operations and decision-making processes, we aim to create a healthier, greener future for both our residents and the environment.





Securing the Future Of Our Environment

We care deeply about the future of West Berkshire; our residents and taking care of our environment.

“Your Career, Your Future, Your Employer of Choice.”



**“Working Together For
A Better West Berkshire”**





jobs.westberks.gov.uk