

Having come across the book about Frome Council, controlled by independents, some years ago we were very impressed by the Ways of Working which they have developed over the years:

1. Avoid identifying ourselves so personally with a particular position that it excludes constructive debate.
2. Be prepared to be swayed by the arguments of others and admitting mistakes.
3. Be willing and able to participate in rational debate leading to a conclusion.
4. Understand the value of constructive debate.
5. Accept you win some you lose some: it's usually nothing personal and there's really no point in taking defeat to heart.
6. Maintain confidentiality where requested and agree when it will be expected.
7. Share leadership and responsibility and take time to communicate the intention of, and the approach to, the work we undertake.
8. Have confidence in, and adhere to, the mechanisms and processes of decision-making that we establish, accepting that the decisions of the majority are paramount.
9. Sustain an intention to involve each other and others rather than work in isolation.
10. Trust and have confidence and optimism in other people's expertise, knowledge, and intentions. Talk to each other, not about each other.