

2 Our values and behaviours



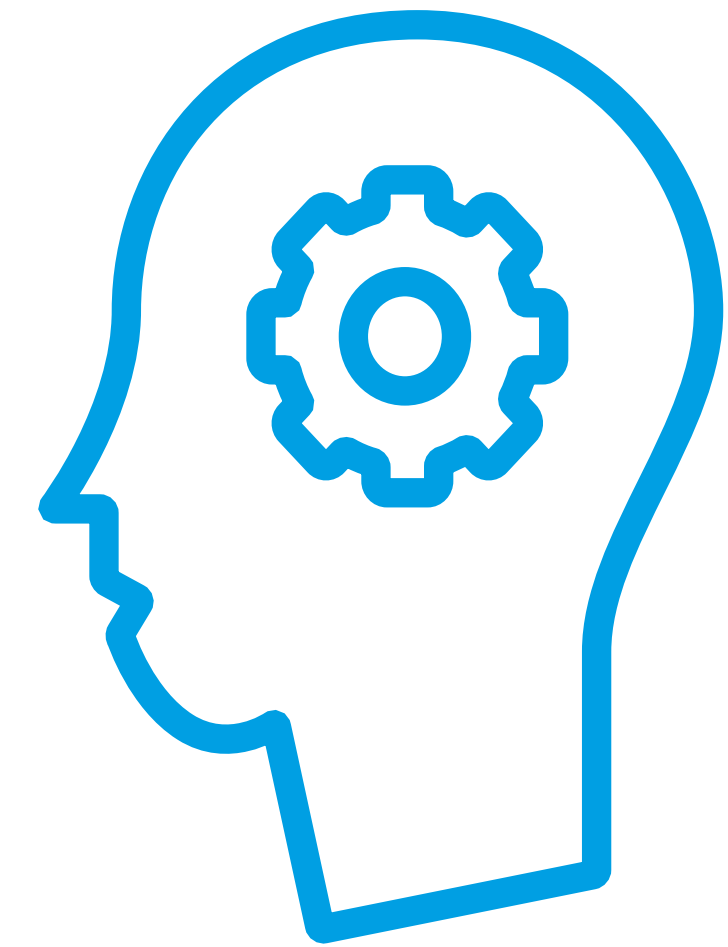
Our values and behaviours



Integrity



Passion



Purpose

Our values - passion, integrity and purpose - were co-designed with our board, team and partners. They guide how we work, are important to everything we do, and the way that we do it.

These values are translated into behaviours, which we embody in our work. These ways of working should be seen and heard internally and by those we work with. We hold ourselves and each other to account on these, in our recruitment, induction, and leadership and management processes and practices. We also use them as a tool to reflect on our performance in regular development reviews and in our organisational development.

Our values and behaviours

Integrity



We lead by example

- We do what we say we are going to do
- We ask, act and share with honesty and transparency
- We own our mistakes, apologise and make amends
- We set clear boundaries and hold ourselves and others accountable to them
- We value and welcome feedback and give good feedback to others, even when challenging

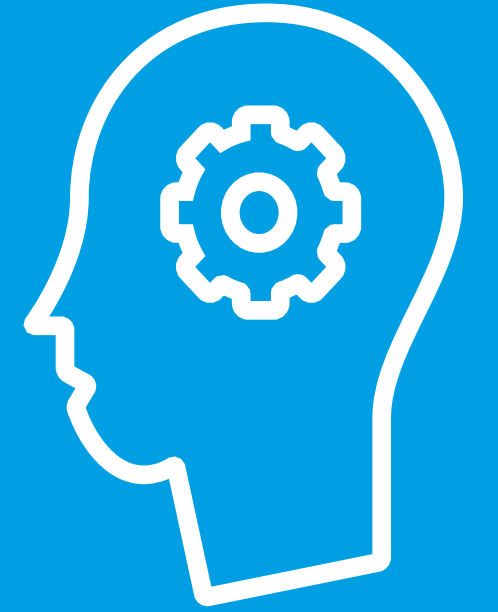
Passion



Our work is visible and inspiring

- We inspire and motivate ourselves and others
- We embrace differing perspectives and care about creating compassion with each other
- We approach our work with positivity, enthusiasm and joy
- We are curious, tenacious and resilient through challenges
- We are proud of our collaborative nature and collective achievements

Purpose



We make things happen

- We are clear, authentic and open in our communication
- We take focused and deliberate action to address inequalities and inequities
- We prioritise carefully and give an informed explanation of why we say yes or no.
- We recognise and embrace complexity and adapt to changing needs and opportunities
- We take responsibility for our work