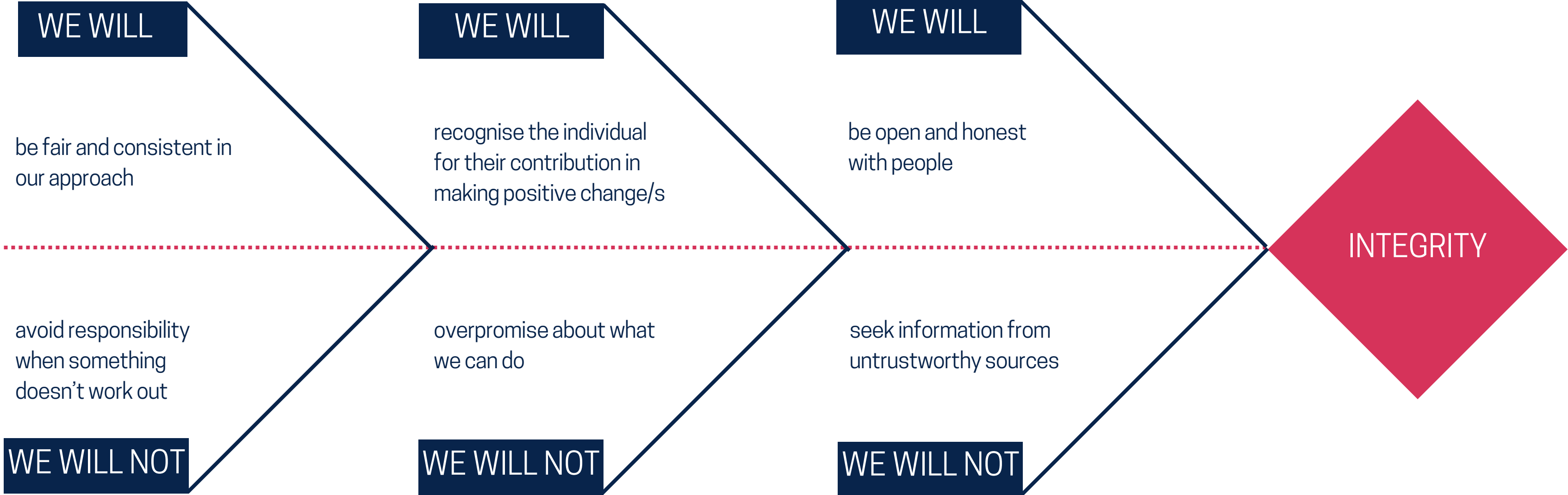
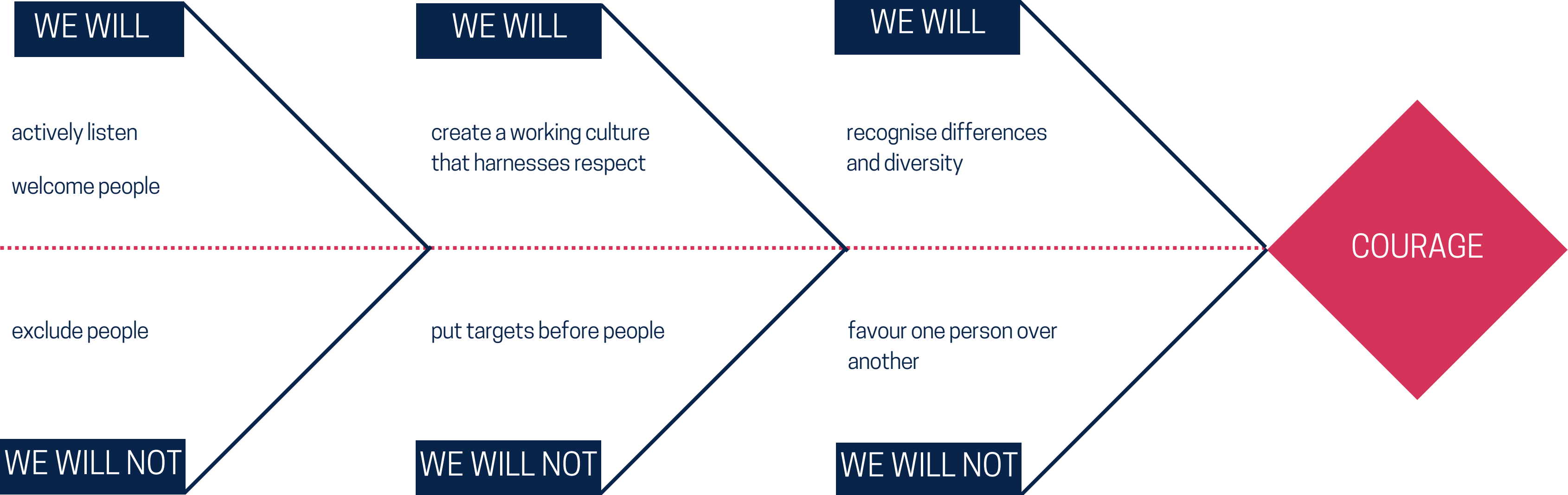


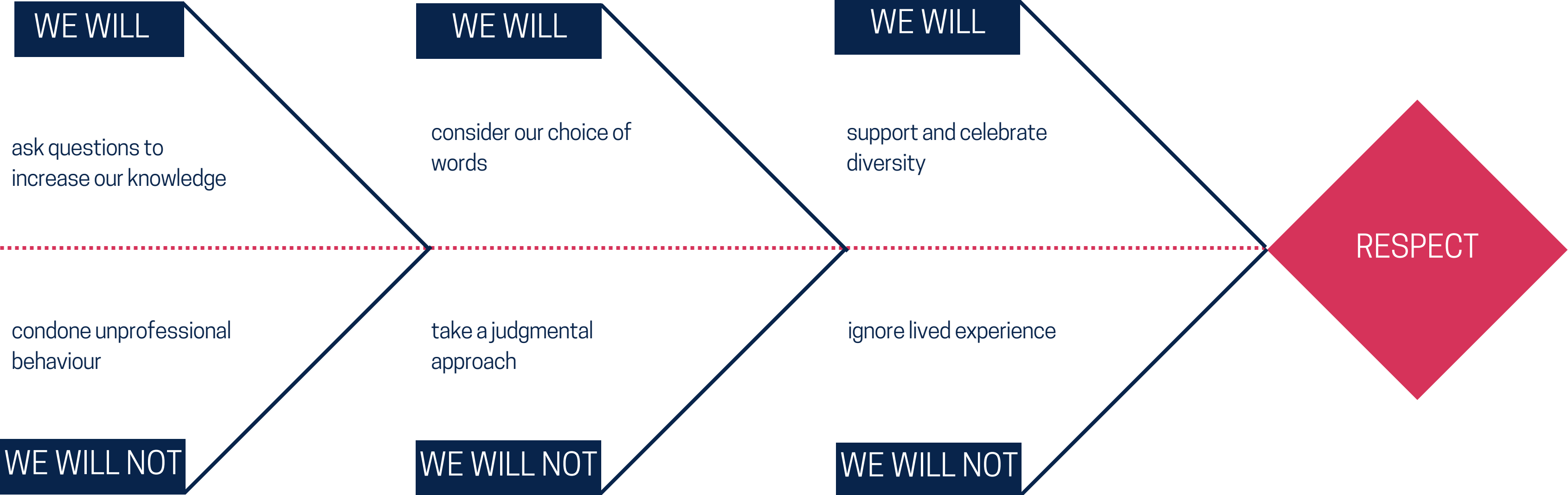
INTEGRITY



COURAGE



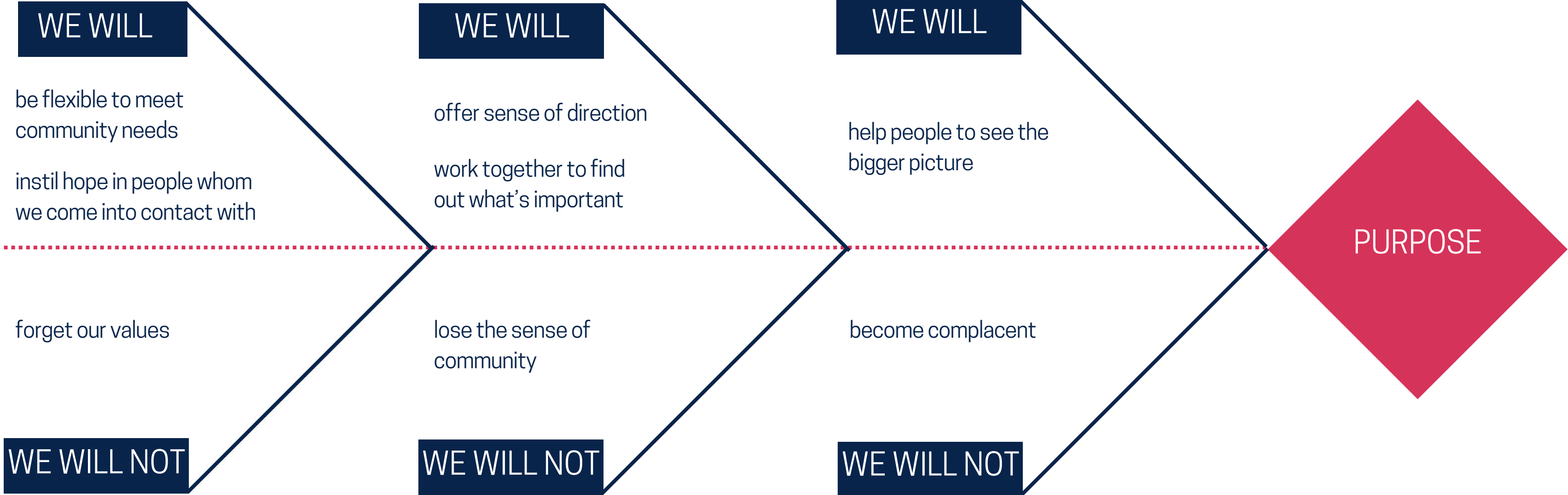
RESPECT



COLLABORATION & INCLUSIVE



PURPOSE



RESPONSIBLE & ACCOUNTABLE



WE WILL

recognise the individual for their contribution to making positive change/s

consider our choice of words

advocate for our clients

instil hope in people whom we come into contact with

ensure people feel safe & comfortable

be fair & consistent in our approach

actively listen



WE WILL NOT

take a judgmental approach

turn away anyone who is in need

fail to provide opportunities for people to feedback their experiences

assume that people understand what we mean

overpromise about what we can do

put targets before people

WE WILL

- ask for feedback & act upon it
- support & celebrate diversity
- be mindful of our teams' experience & skills
- help colleagues see the bigger picture
- ask questions to increase our knowledge
- be open & honest with each other
- create a working culture that harnesses respect



WE WILL NOT

- condone unprofessional behaviour
- ignore lived experience
- forget our values
- allow extremist or bigoted views to go unchallenged
- seek information from untrustworthy sources
- favour one colleague over another

WE WILL

- try & do the best we can by our clients
- offer a sense of direction
- work together to find what's important
- seek feedback from all backgrounds & experience
- welcome partners
- welcome differences & diversity



WE WILL NOT

- lose the sense of community
- become complacent
- avoid accountability for what we do
- we will not exclude partners
- avoid responsibility when something doesn't work out
- enter a partnership that doesn't fit with our values