



## VALUES STATEMENT

Our organisational values direct, shape and inform how we interact with each other, our stakeholders, volunteers, children and families.

**Safe**

**Inclusive**

**Responsible**

**Nurturing**

**Collaborative**

Douglas Johnston, Chair  
January 2024

**SAFE:** we prioritise keeping children, young people, volunteers and staff safe via our policies and procedures and ensuring that safeguarding is a key guiding principle within all VTOs work.

**INCLUSIVE:** we commit to reaching out to as broad a demographic as possible, in supporting children and families as well as within our volunteer base. We value and support individual differences within our staff team and wider relationships.

**RESPONSIBLE:** financial accountability is a priority, to ensure service delivery is always providing value for money for our funders.

**NURTURING:** we encourage and support our young people, volunteers and colleagues to develop their skills and reach their full potential. We are mindful of the importance of ensuring healthy working lives and reducing the impact of workplace stress and support our colleagues to enable this.

**COLLABORATIVE:** we aim to work with as wide a range of stakeholders as possible to provide the best service we can and we encourage our colleagues to work together to support our children and volunteers and promote a positive working environment. . We actively collaborate with both our staff and the young people we support to understand their needs, goals and aspirations and ensure solutions are relevant and individual to them.