



## Our Values Charter



**Integrity** – We aim to be honest, ethical, authentic, kind, dependable and trustworthy in the way we work

*We demonstrate this when we:*

- *Take responsibility for our words, decisions and actions*
- *Acknowledge our mistakes or when things don't go according to plan*
- *Encourage and provide genuine, constructive feedback*
- *Maintain confidentiality*
- *Be realistic about what we can do*

**Openness** – We aim to be transparent, curious, listening to others, valuing diversity, equity, inclusion and justice, and sharing our work

*We demonstrate this when we:*

- *Actively listen to others*
- *Communicate clearly, honestly and transparently*
- *Act in ways which encourage one another to contribute*
- *Are curious and open to different ways of working*
- *Share what we are working on with others.*



**Stewardship** – We aim to ensure a good return on our investments, and use time and resources effectively

*We demonstrate this when we:*

- *Are accountable for own work and actions*
- *Acknowledge the importance of our role in enabling the Trust to flourish*
- *Respond within timeframes and meet deadlines*
- *Ensure our tasks are always aligned with our strategy*
- *Consider whether our actions (e.g travel) are good value for money and good for our planet*

**Service** – We aim to act equitably by being inclusive, responsive, generous to all our partners and wider religion and worldviews community

*We demonstrate this when we:*

- *Make ourselves available to others*
- *Ensure we take an inclusive, friendly approach*
- *Present a consistent professional image*
- *Keep our commitments and promises*
- *Think about the needs of our audiences and stakeholders*



**Collaboration** – We aim for positive relationships with an emphasis on partnership and collaborative working

*We demonstrate this when we:*

- *Act proactively to build and sustain team cohesion as we are working remotely*
- *Show a willingness to share the load*
- *Celebrate both individual and team achievements*
- *Consider how our actions may affect others*
- *Solve problems together*

**Enabling** – We aim to enable all to grow in confidence, be creative and bring about change

*We demonstrate this when we:*

- *Show a personal commitment to our own learning and that of others.*
- *Embrace change and opportunity and dare to do things differently*
- *Are courageous in pursuing new directions*
- *Respect and trust everyone in the team*
- *Implement constructive feedback and learning*