

CARDINAL HUME CENTRE: VALUES AND BEHAVIOURS FRAMEWORK

We are one Centre, working towards a shared vision. Our values and behaviours describe *how* we want to work with everyone – within our team, with organisations who share our aims and most importantly with the people who use our services or make their home with us.

WE WILL VALUE EACH PERSON:

- Each person matters, this underpins everything we do
- We start with each person's strengths
- We make time to listen and understand
- We give time to build relationships and trust

WE WILL WELCOME AND INCLUDE:

- We are kind, approachable and welcome everyone whatever our role
- We communicate openly and honestly
- We embrace the diversity in our community and work to strengthen it in our team
- We are proactive in making our services and support relevant and accessible

WE WILL ENCOURAGE POTENTIAL:

- We are positive about everyone's experience, skills and knowledge
- We will help each person to identify and develop their own potential and solutions
- We make time for our own development and the development of others
- We celebrate our progress and achievements, big and small

WE WILL WORK TOGETHER:

- We work collaboratively, sharing information and our own expertise
- We work towards clear goals and keep the commitments we make
- We combine experience, skills and specialisms to build innovation and creativity
- We are positive about partnerships with other organisations to deliver more effective solutions

WE WILL LEARN, REFLECT AND IMPROVE:

- We are positive in giving and receiving feedback
- We welcome new ideas and ways of working
- We learn from our successes as well as our mistakes
- We use knowledge, evidence and feedback to make a bigger difference

*'Every individual must be given every opportunity to live a life in which his or her basic needs are provided for, and in which so far as is reasonably possible, his or her full potential is realised. **Each person matters. No human life is ever redundant.**' Cardinal Basil Hume, 1994*