

Our Values

These are used to give guidance on **how we behave** towards each other, those we work with and the public in general.

- **Creative:** *We welcome innovation and experiment with new approaches. All of our staff have the opportunity to contribute and test out ideas and we encourage this approach in our partners.*
 - We have a positive, “can-do” attitude
 - We involve others in our work, whether in the design, delivery or evaluation
 - We welcome different approaches within agreed parameters
 - We keep an open mind when tackling problems and listen to what others have to say
 - We identify solutions not just problems
 - We take responsibility for addressing problems/challenges and seeking solutions

- **Bold:** *We tackle challenging issues and ask difficult questions of both ourselves and others. We create a culture of openness within our organisation.*
 - We set high standards for ourselves and those we work with
 - We strive for excellence in all we do
 - We have a vision of continuous improvement
 - We are ambitious and set challenging targets
 - We experiment in a risk-appropriate way

- **Collaborative:** *Our partnerships are one of our most valuable assets. We believe that collaboration, both internal and external, is fundamental to our learning, development and impact.*
 - We seek out and listen to other’s points of view
 - We give constructive feedback to improve partnership working
 - We are clear about our boundaries and standards and when we cannot compromise
 - We proactively look for opportunities to form partnerships to increase impact
 - We recognise and respect the knowledge, abilities and skills of others, both within and outwith SBT
 - We recognise our limitations and weaknesses and take action to address them

- **Nurturing:** *We treat everyone with respect and value diversity and individuality. We are committed to fulfilling potential and developing talent.*
 - We treat our colleagues, partners and the public in general with respect
 - In our dealings with each other and those outside the organisation, we are friendly, helpful and encouraging
 - We are clear about our expectations
 - We welcome constructive feedback and act on it where appropriate
 - We believe in continuous learning and improvement both as individuals and as an organisation and take opportunities to put this into practice
 - We learn from mistakes and failures: we avoid a blame culture