**Organisational Culture**

We aim to lead a dynamic service, setting new standards for excellence and inspiring others through our innovation and initiatives within our field of work.

We develop creative solutions to day-to-day issues and have open discussions which are clear, respectful and honest in order to resolve issues which may be impeding success.

We actively ensure that a culture of trust is built and maintained through openness and transparency.

We are accountable for our decisions and we monitor and evaluate our work, always focussed on taking action to improve the lives of young people and women.

We ensure our service users and supporters are always at the heart of everything we do.

We work in a collaborative and inclusive way with both each other and our partners and are joined-up internally by working across the organisation and externally by working in partnership, ensuring these are constructive and productive.

We are tenacious and driven and aim to exceed through our determination and resilience.

We demonstrate sound decision-making, including seeking advice where appropriate and being adaptable to changing circumstances.

We recognise and celebrate team and individual successes.

We enable people to reach their potential through objective-setting, development and support and constructively challenge negative attitudes internally and externally.

We see opportunity in all areas of life and we are skilled, confident and creative in finding ways that will make a difference.

We empower staff to generate ideas and opportunities for new ways of working/thinking.

We actively seeking opportunities to build networks and be an ambassador for children.