



Lower Char Community Project: Core Values

What are core values?

- Core Values paint a picture of an **organisation's ethos**. They will help to shape our project, keep us **all accountable and support our culture**.
- Our Core Values are the foundations on which our project is built and will be **referred to in all our decision-making**.
- Our Core Values will be **demonstrated in our day-to-day activities and internal and external communications**.

Our Core Values

1. **Openness, Humility and Respect** – *Whilst recognising our differences and the urgent need to tackle the climate and ecological emergency, we aspire to:*

- Be open, welcoming and respectful of others who are aligned with our aims.
- Be flexible enough to change.
- Be enquiring, always learning and open to discussion.
- Listen to one another with respect and humility, especially when opinions differ, and, where possible, find common ground.

To achieve this we will:

- Make sure everyone has a chance to speak, especially those who are less comfortable or practised at speaking and less used to being heard, and value the wisdom of the whole group.
- Welcome the views and participation of all interested members of the community, regardless of their age, experience, ability and political views (and, of course, colour, creed and gender).
- Remember to speak about more than human species.

2. Focus on Solutions – *We aspire to have a positive, practical approach that is:*

- Pragmatic – we look for practical solutions and seek to implement them even if we are unable to achieve our ideal solutions because of financial or other constraints.
- Focused – we know can't do everything at once and must be smart about how we use our resources.
- Goal-oriented – we will ensure that all campaigns and actions have a defined end-result and are always worked through to conclusion.
- Well-informed on solutions to the problems faced in restoring and regenerating the River Char.

To achieve this we will:

- Regularly refine our decision-making processes.
- Regularly pause and question what we are doing, asking:
 - What is the most effective use of our precious time?
 - Will compromising now help us achieve our long-term mission?

3. Leading by example – *To sustain an effective community project we need to lead by example individually and collectively and:*

- Create positive, optimistic and fun working opportunities.
- Model open, democratic, non-violent, respectful engagement and communication.
- Show integrity: being honest, transparent and well-informed in what we say and do in public and in private.

To achieve this we will:

- Regularly check that “*we are acting as we speak*”.
- Create an open culture where everyone feels comfortable to give honest feedback.
- Be adaptive and flexible to feedback about how we are perceived by others.