



River Waveney Trust Workplace Culture

Our shared values, beliefs and ways of working

How we work as an organisation

- We are given flexibility in the hours we work and our place of work.
- We call out discrimination.
- We don't use jargon unless it's necessary (including acronyms).
- We follow a 'bottom-up' approach, following the 'Integrated Local Delivery' methodology as much as possible in all our work.
- We are passionate about protecting and improving the environment for the future and celebrate all the small wins that take us in the right direction.

How we work as a team

- We communicate and collaborate closely, including when making important organisational decisions.
- We take the whole team's views and opinions into account, ensuring a diverse range of voices are heard.
- We draw on each-other's expertise.
- We give honest feedback to each other.
- We trust others in the team to do their best.
- We are reliable and can rely on each other's work ethic.
- We always support each other to the best of our abilities and understand that sometimes life gets in the way of work.
- We work in a safe space where vulnerability is seen as a strength that fosters connection and innovation.
- We understand that we have different values in life and that these influence the way we work and the things we would like to achieve.
- We understand that we all have different strengths and weaknesses and work as a team to support each other.
- We share the same goals for the Trust based on our strategy and work together as a team towards these goals.

How we work as individuals

- We are professional and work to a high standard.
- We are honest, open and inclusive.
- We are self-motivated and conscientious and address issues that prevent us from working to the best of our abilities.
- We are given the freedom to do our jobs and are expected to take ownership of our projects but are always supported to stay on track and achieve our goals.
- We represent the Trust professionally and are mindful of personal views that may not be appropriate to share publicly.
- We can bring our whole self to work (be authentic).



- We have and use boundaries.
- We ask for support if we need it and say if we cannot do something or do not know the answer. *'There is no such thing as a stupid question'*.
- We put our personal lives and our families first and if work-life balance is off we support each other to put it back on track.

This document is co-created by the whole team and re-visited regularly at team meetings. This ensures all voices are heard and that we 'live and breathe' this document.