



## **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.
- 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.
- 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.