



The Northam  
Care Trust

# OUR CORE VALUES IN ACTION



**Respectful** - We treat the people we support and each other with the upmost dignity and respect at all times and recognise and acknowledge the full meaning of our differences, words and actions. We promote inclusiveness and respect for all, including helping people to understand both their rights and responsibilities.

## What Our Staff Do:

- To be inclusive and accepting of everyone.
- To openly listen to others and be accepting and respectful of their opinions / beliefs.
- By understanding that everyone has their own views, beliefs, and experiences.
- To speak up and stand up for those that feel disrespected.
- Staff are willing to learn new skills to understand other's unique individuality.
- Acknowledging and valuing each person's unique viewpoints and preferences, actively listening, and implementing appropriate actions.
- Upholding a standard of treating individuals with the dignity and respect we would expect for ourselves.

## What Our Leaders Do:

- Promoting inclusivity and respect for all.
- Valuing diversity: Support people with their differences and encourage them to express these with pride.
- By ensuring people feel heard and understood.
- By establishing a culture of trust and openness.
- By promoting autonomy and respecting and trusting individual abilities.
- By ensuring systems are in place that allow for inclusivity in the workplace.
- By providing the necessary training to allow staff to understand inclusivity, diversity, and how they can be respectful of others.
- By respecting privacy and confidentiality