



The Northam  
Care Trust

# OUR CORE VALUES IN ACTION



**Encourage** - We encourage the people we support to live their lives to the full, providing and engaging them with skills to learn. We will always be their biggest advocate, to cheer them on along the way and celebrate their many achievements! We encourage and challenge each other to always do the right thing for individuals, for ourselves and for the organisation

## What Our Staff Do:

- To encourage those that we support and others to positively push their boundaries.
- To encourage those we support and others to learn new skills and grow their current strengths.
- To always cheer for others in their journeys and act as a support to help raise others up.
- By promoting independence through skill-building and active engagement, instilling motivation for increased self-reliance.
- Involving individuals in planning processes and fostering support from positive relationships, including staff, family, and friends.
- By helping others to celebrate their achievements.

## What Our Leaders Do:

- To encourage staff to develop and grow within the organisations.
- To promote the recognition and celebration of achievements.
- By encouraging feedback from staff and those we support for positive change and improvement.
- By providing staff with the confidence/self-belief and support to access further training.
- By promoting wellbeing and health as an individual priority.
- By creating a supportive and inclusive culture.
- By empowering individuals to self-sufficiently succeed through trust and autonomy.