

OUR VALUES

BELONGING

Respecting and Caring

Being Nature Positive

Achieving Together

Always Imagining

Taking Responsibility



Our Behavioural Values

- Our values are key to the success of *Thrive*
- These values have always been part of who we are. Co-created with our community, they are being articulated in this shared way for the first time
- Since behaviour shapes culture, the critical enabler of a *thriving* culture is a strong sense of belonging
- Our values work together as an integrated whole – interconnected, complementary, and mutually reinforcing
- Together, they connect us to one another and to Trinity

Trinity Cultural North Star - BELONGING

**BELONGING is the unifying theme of our five Values.
It is our Cultural North Star.**

It speaks to creating and nurturing a culture where each and every person feels respected, included and valued.

In practicing our Behavioural Values, we seek to deepen a sense of belonging by:

- Fostering a diverse, equitable, and inclusive culture.
- Nurturing a community where everyone feels comfortable showing up 'being myself'.
- Living consciously and responsibly towards the natural world.
- Staying open to fresh ideas and diverse opinions.
- Embedding a culture where every person contributes to common values, goals and legacy.



Value ONE – Respecting and Caring

Treating everyone with respect, courtesy and kindness



We are all responsible for nurturing a culture where everyone feels welcomed, respected and valued for their individual talents and contribution

We try to

- Proactively offer support and build confidence in each other
- Listen to understand others' perspective, even when I disagree
- Value and recognise everyone's role equitably
- Treat others the way they wish to be treated

We try not to

- Undermine one another in our actions and words
- Exclude others professionally or socially
- Trivialise others' roles
- Say one thing and do another

Value TWO – Being Nature Positive

Striving to restore nature for a better, sustainable future for people and the planet

We act with care and responsibly towards the planet we share



We try to

- Consider the climate and biodiversity impact of all our actions
- Innovate and act positively for a more resilient future
- Reduce our own environmental impact
- Appreciate and learn from the precious resource of nature

We try not to

- Make the climate and biodiversity crisis someone else's agenda
- Waste resources
- Stop trying because it is hard
- Belittle perceived non-sustainable behaviour

Value THREE – Achieving Together

Achieving more by working together

We all support a culture of collaboration and continuous improvement



We try to

- Collaborate together to achieve our ambition
- Ask: *“Who else needs to be included to understand the complete picture?”*
- Assume good intentions behind others’ words and actions
- Be generous with time/support to enable others to achieve or be their best

We try not to

- Reject a point of view because of a person’s role or status
- Blame others or College when things go wrong
- Claim credit for other people’s work or ideas
- Withhold information or mislead others

Value FOUR – Always Imagining

Working with a sense of possibility and positivity

We meet every challenge and opportunity with curiosity, bravery and ambition



We try to

- Ask questions – especially: “What if?” and “Why not?”
- Question things that drain our creative energy and positivity
- Think and work in an adaptive way, being open to new ideas
- Learn from our past to inform our future

We try not to

- Choose comfort over courage
- Make things more complex than they need to be
- Reinvent the wheel
- Dismiss new ideas out of hand

Value FIVE – Taking Responsibility

Enabling a culture where everyone creates a positive impact

We act with integrity, accountability and care towards one another and our communities



We try to

- Take responsibility for our actions
- Practise integrity by always choosing what is right
- Deal promptly & respectfully with difficult conversations, meetings and decisions
- Tell the truth responsibly

We try not to

- Let power or personal agendas block progress
- Avoid difficult conversations, meetings and decisions
- Pretend something didn't happen
- Say: *"It's not my job or my problem"*

LIVING OUR VALUES EVERYDAY

BELONGING

Respecting and Caring

What do we mean by 'Respecting and Caring'?

- Treating everyone with **respect, courtesy & kindness**
- **We are all responsible** for nurturing a culture where everyone feels **welcomed, respected and valued** for their individual talents and contribution

Being Nature Positive

What do we mean by 'Being Nature Positive'?

- Striving to **restore nature** for a better, sustainable future for people and the planet
- We **act with care and responsibility** towards the planet we share

Achieving Together

What do we mean by 'Achieving Together'?

- **Achieving more** by working together
- **We all support** a culture of **collaboration and continuous improvement**

Always Imagining

What do we mean by 'Always Imagining'?

- Working with a sense of **possibility and positivity**
- We meet every challenge and opportunity with **curiosity, bravery and ambition**

Taking Responsibility

What do we mean by 'Taking Responsibility'?

- Enabling a culture where **everyone creates a positive** impact
- We act with **integrity, accountability and care** towards one another and our communities

LIVING OUR VALUES EVERYDAY

Our values work together as an integrated whole – interconnected, complementary, and mutually reinforcing

Respecting and Caring

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