

Safeguarding Service

Our Values

Grace

Acting with humility in all our endeavours

- Treat everyone as equal
- Be open to others opinions
- Give credit and share blame
- Admit mistakes, work on solutions, if need be ask for help
- Ask for and accept constructive feedback –improve practice
- Focus on the needs of others
- Be supportive and kind to colleagues
- Lead by example-action not words
- Self-reflect
- Let others do their job

Integrity

Acting with honesty, responsibility and accountability

- Listen to colleagues and have honest conversations based on respect
- Respect others views and not be dismissive of them
- Reflect on your own practise and behaviour and make changes
- Have a positive attitude towards the Safeguarding Service, the Church as a whole and what we are working to achieve
- Be reliable and do what you say you will
- Do the right thing

Respect

Valuing others, ensuring Inclusiveness and equality

- Treat all colleagues with respect and courtesy
- Have time for each other

- Be inclusive and not engage in office gossip
- Listen to each other and value different perspectives
- Listen to people who use our services and work co-productively
- See the bigger picture and be open to the views of others
- Work with others to achieve goals

Professionalism

Demonstrating commitment and striving for excellence

- Behave professionally, respecting colleagues and confidentiality
- Take initiative and give 100%
- Aim to exceed expectations
- Always keep the people who use our service at the heart of what we do
- Strive for good, quality accurate work
- Quality assure your own work
- Feel responsible and take ownership for your own work and actions
- Take responsibility for the impact of your actions, decisions and behaviour
- Take responsibility for professional development
- Work responsibly following the policies, procedures and processes of the Safeguarding Service and the Church of Scotland

Collaboration

Working together to connect and communicate in an open and transparent way

- Work with others and invest time to support and assist colleagues
- Work with others to achieve goals
- Share knowledge, skills, experience, information and decision making
- Seek the views of people who use our service for improvement

Innovation

Thinking creatively about building for the future and embracing change

- Take on new challenges and be willing to learn
- Be open to change, new ideas and ways of working
- Come up with ways to improve what we do and to work smarter
- Learn from each other and share experiences
- Look for new and better ways to communicate with each other

“We are committed to each of the six values in all that we do and this informs our attitude to working together”