

**national centre
for circus arts**



OUR VALUES
WHAT IT MEANS TO
WORK AND TRAIN HERE

We are committed to creating an environment free from discrimination, and promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

To help us on our journey, we engaged an external facilitator to run sessions with a broad range of staff to explore and agree on what we can and should expect of each other when we work and train at National Centre for Circus Arts.

This is what we heard in those sessions; **these are our values.**

We want everyone to **enjoy being here.**

We want a workplace where everyone has an **equal voice** that they feel empowered to use.

We recognise and appreciate that everyone can and does have a **different view of the same situation**, and we give those different views the consideration and respect they deserve.

We treat each other with **professionalism, courtesy, respect and kindness.**

We fundamentally believe that we are all striving in the same direction, and we **work collaboratively** with our colleagues from different teams to achieve the best for our students (of whatever age and ability) and professional members.

We **take responsibility for the power and influence** we have, understand the impact of using it, and how to harness it for good.

We want to be ourselves, yet always **mindful of how our actions may be perceived by another person.**

We **don't spread gossip or rumours** about our colleagues.

We believe in creating an **environment that is free from people losing their temper**, shouting in anger or using derogatory language at a colleague or student.

We welcome and **celebrate diversity** in all its forms and we listen to and respect diverse points of view.

We recognise that we don't all work 9-5, and take **personal responsibility for managing our communications** outside of 'office' hours.

We take responsibility for understanding our obligations around **keeping all of our people safe**, not only via our own behaviour but by calling out or reporting behaviour that does not seem OK.

We believe in a culture where **it is OK to get things wrong**, to learn and to make things better next time.