Our Values

Our values, attitudes and service offer unconditional acceptance and a firm belief in personal wholeness, growth and change and show themselves in **integrity, honesty, commitment, compassion and inclusion**. The way that we apply these values to the way we work; the way in which each of these values impacts our approach and the way we respond and react are given below. Life will challenge us in all of these areas; a lifestyle which demonstrates and 'lives' these values is one that we desire our staff, volunteers and Trustees to reflect.

Integrity: ***The quality of possessing and steadfastly adhering to high moral principles or professional standards***

What we do should stand up to and be at least as good as any other organisation that works in our field. It is not a competition, but we need to be offering a service that is outstanding – it is part of giving the best of what we have.

eve, its staff, volunteers and Trustees are faithful to our values, principles and professional standards.

As professionals we are often required to operate best practice. This means performing our job with a positive approach to the work, and ensuring a consistent, high quality service is available to all who qualify to use it, on an equal basis. We seek to be equipped in the best possible way to support our client – we need to have, and continually seek, knowledge and experience.

Honesty: ***The quality, condition, or characteristic of being fair, truthful, and morally upright***

Honesty and openness impact the way we work together as a team; it is the foundation of good relationships, of healthy approaches to dealing with misunderstandings or difficulties in communication. It also leads to a receptivity that means that we are willing and ready to listen to others and to consider new ideas or suggestions.

Commitment: ***Devotion or dedication, e.g. to a cause, person, or relationship***

Commitment, dedication, perseverance, conscientiousness – all reflect our desire to give of our best, to approach all we do with an attitude of wholehearted and determined effort. This means that we don't give up, we choose to see particularly difficult things through and we are willing to learn new approaches and new skills. It means that we finish what we start, we do the best we can in any given task and we recognise and ask for help when we need it, to ensure that we are able to complete a piece of work or find a solution.

Compassion: ***Deep awareness of the suffering of another coupled with the wish to relieve it***

Compassion comes from the heart. It is an emotion felt within ourselves; the desire to ease the suffering and pain of those around us. It is very important to be open-minded and non judgmental when showing compassion; ignore differences and find commonalities to help us relate to what someone else is going through. We show our compassion for others by valuing them and by being positive, encouraging, kind and respectful towards them. We always give credit to people where it is due and we never steal ideas. We are always culturally sensitive; showing consideration for cultural and religious beliefs, even when they differ from our own.

We avoid thoughtless words and never participate in sexist, racist, or offensive gestures or jokes. We think before we do or say anything.

Inclusion: ***The action or state of including or of being included within a group or structure***

The term inclusion is seen as a universal human right and aims to embrace all people irrespective of race, gender, disability, medical or other need. It is about giving equal access and opportunities and getting rid of discrimination and intolerance. For **eve**, inclusion means everyone, staff, volunteers, Trustees and clients, having an opportunity to fully participate in creating success and where each person is valued and accepted for their distinctive skills, experiences and perspectives. Inclusion is a sense of belonging: feeling respected, valued for who you are; feeling a level of supportive energy and commitment from others so than you can do your best work. The process of inclusion engages each individual, making people feel valued and essential to the success of our work. Individuals function at full capacity, feel more valued, and included in the organisation's mission. This creates higher performance where motivation and morale soar.

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CELEBRATING 40 YEARS