

## **Our Aberlour Values**

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These are the guiding principles that underpin all that we do. Our values inform our interactions with the children and families we work with, external partners and stakeholders, and importantly, with one another as colleagues. We use them every day and hold key decisions up against them to ensure we live and work to them.

**Respect** means acting in a way that shows we care about the feelings of one another, and that we listen to one another's opinions. As a person-centred organisation that stands up for every child's right to flourish, a culture of respect is inherent in all of our work.

**Integrity** means being courageous and brave enough to speak up when we know we need to. We recognise that to fully represent the concerns of Scotland's children and families, we may have to go against the grain or take difficult decisions. We will strive to act with integrity at all times.

**Innovative** means finding new, efficient and unique ways to do things. We are committed to learning and developing improved ways of helping Scotland's most disadvantaged children and families earlier and faster. We know that children and families are experts in their own lives and can help us to become the best possible innovators. We will use that expertise to drive our ideas and our thinking.

**Challenging** means testing ourselves and those around us. It means not accepting the status quo and will require us to provide equality of opportunity within our organisation and promote it in wider society. Within Aberlour, we will challenge ourselves to be the best we can be and we will listen carefully to children and families about their experiences. Externally, we will use our campaigning voice to strengthen policies which promote equal opportunity and equality and ensure that our families' voices are heard.

