



Values Statement

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Fair Deal Values Statement

Value: **EMPOWERING**

Fair Deal support positive change in the lives of the people who use our services

This means we:

- Support and develop the existing skills of the people who use our services
- Communicate openly and honestly
- Encourage interdependence and the importance of community
- Create opportunities for development and growth
- Believe in the skills, abilities and passions of the people we support
- Work positively as a team

We do not:

- Put people at risk
- Take away choices
- Limit people
- Remove independence
- Give up

My manager is there to:

- Offer support and advice
- Discuss solutions to any challenges that present themselves
- Train staff to work both independently and as part of a team
- Support decision making
- Be available

Value: **INNOVATIVE**

Fair Deal have fresh, creative ideas that encourage possibility and opportunity

This means we:

- Are open-minded and positive about change
- Encourage people who use our services to leave their comfort zone
- Think outside the box
- Take opportunities that present themselves
- Stay fully aware of any changes to legislation
- Learn from mistakes

We do not:

- Limit others based on assumptions
- Resist change
- Ignore procedures
- Discourage interests
- Let negativity slow productivity

My manager is there to:

- Provide feedback
- Set goals
- Assist us to assess risk
- Develop the skill set of their team

Value: **ENCOURAGING**

Fair Deal have a person-centred approach which is productive, flexible and compassionate

This means we:

- Take the time to get to know the people we support
- Work towards individually tailored goals
- Understand and appreciate individual capabilities
- Develop the life skills of people we support
- Maintain professionalism
- Promote self-esteem
- Behave in an honest, respectful and consistent manner

We do not:

- Let down the people we work with
- Take advantage of the trust put in us
- Manipulate others
- Act unprofessionally
- Disregard policies and procedures

My manager is there to:

- Lead from the front
- Evaluate processes
- Share best practice
- Reflect on success and learn from challenges

Document Information

Document Ref:	Values Statement
Version:	1
Date of Version:	02/05/2018
Created By:	
Approved By:	
Confidentiality Level:	Controlled: Uncontrolled if printed

Amendment History

Date	Version	Created By	Description of Change
02/05/2018	1		Initial Release