

SafeLives Culture

Below is the vision of our culture. To truly transform the domestic abuse response, we must start from the inside out. A culture which stands in direct opposition to the personal, societal and political circumstances that allows or even endorses abusive behaviour.

We will create a culture in which:

Human

- Everyone feels valued and celebrates difference, as well as the things we all share/have in common.
- Diversity is actively celebrated and encouraged – whether that is in your experiences, your heritage, your faith, your characteristics or your points of view.
- We don't make assumptions but ask and listen when we don't know or understand.
- The voices of those who aren't heard are amplified.
- People can be open about life struggles, mental health difficulties and domestic abuse – and feel supported in a way that works for them.
- Everyone values lived experience, practical experience and research, with each element incorporated into our work effectively, at the appropriate times.
- We are sensitive to trauma – whether disclosed or not.
- We acknowledge that many of our team may have experienced trauma and work in a way that minimises potential harm.
- We recognise people are central to achieving our mission and that people have all sorts of interconnected parts to their identity which may not be obvious or disclosed.
- We don't assume we know everything about someone.
- We consciously work to model respectful, equal, and caring relationships that give dignity to everyone.

Rigorous

- We value innovation, striving to find solutions and ways to do better and inviting people to think differently.
- Both individuals and teams are reflective and diligently pursue continuous improvement – when we have made mistakes and also when we haven't but know we can still do better.
- We welcome feedback and take the opportunity to reflect on and learn from it.
- We work collaboratively and are willing to help each other; running towards colleagues to support them and ask 'what can I do?'
- People say when they see something they don't think is right and we work together to understand each other.
- We look for practical solutions.
- We leave no stone unturned in achieving our mission.
- We go the extra mile.

Brave

- Honesty and transparency is supported.
- We are able to have difficult conversations and do this in a way that brings reflection, development and a feeling of being supported.
- Putting your hands up when you're wrong is promoted, and safe.
- We all strive to learn.
- New ideas are welcomed.
- We know that pragmatism is a crucial ingredient for change.
- People are open to challenge views they don't agree with and be challenged.
- We won't always agree, and that's ok.
- It is ok to be vulnerable, if you choose to be.