



Community Justice Scotland
Ceartas Coimhearsnachd Alba

Values in action
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VALUES	RESPECT due regard for the feelings, wishes, or rights of others	COMPASSION empathy and concern for the sufferings or misfortunes of others	UNDERSTANDING sympathetic awareness, insight or good judgement	EFFECTIVE successful in producing a desired or intended result	INTEGRITY being honest and having strong moral principles	FAIRNESS impartial and just treatment or behaviour without favouritism or discrimination
ME	<p>I respect myself and my position within the team.</p> <p>I am aware of my personal feelings and how they can impact on my professional judgement.</p> <p>I believe in the balance of rights and responsibilities.</p> <p>I will remain optimistic and hopeful towards change and improvement.</p> <p>I will appreciate others' stresses and pressures and expect the same in return.</p> <p>I respect that all CJS money is provided for by the public.</p> <p>I treat others as I expect to be treated.</p>	<p>I show myself compassion by knowing when to reflect on my learning.</p> <p>I am aware of my own resilience levels and can identify when I need to take a break from work.</p> <p>I try to maintain my sense of compassion even when faced with adversity.</p> <p>I will show compassion for others and not take things at face value. I will be understanding and supportive.</p> <p>I will demonstrate self-awareness.</p> <p>I take responsibility for my own behaviours and actions.</p> <p>I show selflessness.</p>	<p>I understand why I have made decisions and have insight into judgements I make.</p> <p>I understand that I may make mistakes - from which I learn to improve.</p> <p>I seek to explore my understanding in all areas of activity.</p> <p>I understand about my work-life balance and how to look after my wellbeing.</p> <p>I know when to ask for help.</p> <p>I consider asking for help as a sign of strength</p>	<p>I support myself to do my job effectively.</p> <p>Take pride in my work.</p> <p>I recognise my own limitations.</p> <p>I manage my time effectively and I commit to spending my time and energy on the things that will make the most difference.</p> <p>I learn from my mistakes.</p> <p>I have motivation to make a difference.</p> <p>I am focused on personal effort and value my contribution to the overall outcome.</p>	<p>I take pride in my job. I show professionalism.</p> <p>I value and understand my contribution to the organisation.</p> <p>I live by my personal moral principles.</p> <p>I stand by things I say – if I say it, I mean it.</p> <p>I want to be measured by my actions and not just my words.</p> <p>I will be open and transparent and promote inclusion.</p> <p>I understand CJS's commitment to best value for money.</p> <p>I acknowledge my mistakes.</p>	<p>I am fair and impartial in the decisions I make.</p> <p>I will challenge in an appropriate way when I see unfairness, injustice or discrimination.</p> <p>I try to make no assumptions about the people I meet</p> <p>I seek to help others understand the issues around having a disability.</p> <p>I will highlight when I feel I am being treated unfairly.</p> <p>I will do what I think is right and will question if I feel there is unfairness.</p> <p>I encourage everyone to have a voice.</p>



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COLLEAGUES	<p>I respect my colleagues and their contribution to the organisation.</p> <p>I respect my colleagues opinions and actively seek out open discussions .</p> <p>I treat my colleagues with dignity and I am aware of their feelings, wishes and rights.</p> <p>I believe in the balance of rights and responsibilities.</p> <p>I acknowledge that colleagues' views may differ from mine and will seek a mutual understanding to respect these differences.</p> <p>I respect my colleagues' specialist knowledge and will seek out their input to gain a wider perspective. I will not place blame on others.</p>	<p>I treat my colleagues with compassion and understanding.</p> <p>I listen to my colleagues and their personal and professional experiences without judgement .</p> <p>I seek to recognise and understand when my colleagues are vexed or troubled.</p> <p>I accommodate personal responsibilities and commitment.</p> <p>I demonstrate concern for others. I listen to how others are feeling. I go the extra mile.</p> <p>If I am aware that any of my colleagues are struggling I will seek to support them in a way that is helpful to them</p>	<p>I try to understand my colleagues' decisions. I will seek clarity where needed.</p> <p>I trust that my colleagues make the right decisions based on their knowledge and values.</p> <p>I assume positive intent on the part of others.</p> <p>I am aware of the pressures my colleagues are under.</p> <p>I understand that my colleagues may have a different working style to me.</p> <p>I understand my colleagues expectations by having open conversations.</p>	<p>I support my colleagues by listening.</p> <p>I am aware of the pressures my colleagues are under.</p> <p>I encourage my colleagues effectiveness by providing constructive feedback, delivered with respect and focusing on improvement.</p> <p>I rely on my colleagues telling the truth, being open and transparent and sharing valuable information.</p> <p>I provide positive feedback to my colleagues about their work.</p>	<p>I share the work that I am doing to ensure our work as a team is efficient.</p> <p>I have pride in my colleagues' contributions and our joint effort.</p> <p>I believe that my colleagues are fully committed to the ideals, ethos and goals of the organisation.</p> <p>Where required, I will appropriately and respectfully challenge my colleagues and would expect it in return.</p> <p>I will empower colleagues to make decisions based on their integrity.</p> <p>I keep my promises.</p>	<p>I treat my colleagues with fairness.</p> <p>I do not behave in a way that may cause offence.</p> <p>I treat all my colleagues with the same degree of respect and dignity.</p> <p>I listen to my colleagues and their personal and professional experiences without judgement.</p> <p>I expect my colleagues to treat me fairly. If I feel that I have been treated unfairly or discriminated against then I have a duty to report that behaviour.</p> <p>I will empower colleagues to speak up against unfair treatment.</p>



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PARTNERS	<p>I treat all partners with respect.</p> <p>I understand what our partners do and I respect their contribution.</p> <p>I listen to our partners to understand their needs and expectations.</p> <p>I respect and value; feedback, concerns, compliments and criticisms from our partners.</p> <p>I believe in the balance of rights and responsibilities.</p> <p>I will undertake my responsibilities to partners in a professional and consistent manner.</p> <p>I acknowledge that partners' views may differ from those of my organisation and will seek a mutual understanding that difference is acceptable.</p> <p>I respect my partners' policies and procedures.</p>	<p>I will seek to understand the journey of others by listening.</p> <p>I will understand that our partners are experts.</p> <p>I do not make assumptions about our partners.</p> <p>I understand that our partners make decisions based on their experiences and knowledge. I will show compassion for these decisions and if I do not understand or agree, I will seek clarity and understanding by asking questions and listening to the answers.</p>	<p>I understand that our partners are making decisions based on their knowledge and values.</p> <p>I understand that our partners are working with best intentions and will assume positive intent in terms of their actions.</p> <p>I will seek to support and understand the connections with our partners to strengthen trusting relationships.</p> <p>I will always seek to understand others perspective.</p>	<p>I strive for effective collaborative working. I see the benefit in working towards a common goal and will actively communicate and share with our partners to achieve this.</p> <p>I will listen to the views of our partners and aim to identify any support they might find helpful and work with them to establish their own support networks.</p> <p>I seek to be collegiate and productive with our partners in achieving positive outcomes.</p> <p>I will empower partners by working collaboratively within a supported environment.</p>	<p>I build strong working relationships with partners based on honesty and shared principles to deliver the best outcomes.</p> <p>I will strive to create a continuous learning environment that enables growth.</p> <p>Where required, I will challenge partners in an appropriate way and expect the same from them.</p> <p>I will be consistent in my actions, language and behaviour when working with partners.</p>	<p>I treat our partners with fairness, I do not favour one partner over another.</p> <p>My behaviour towards our partners is fair and without discrimination.</p> <p>My behaviours towards our partners will be consistent.</p> <p>I expect our partners to treat me fairly and will respond accordingly where this is not the case.</p> <p>I strive for equality and demonstrate my commitment to equality when working with our partners.</p>



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COMMUNITY	<p>I demonstrate respect for local communities.</p> <p>I respect the communities' input and knowledge of local issues and the national perspective.</p> <p>I acknowledge that communities' views may differ from those of my organisation and will seek a mutual understanding that difference is acceptable when necessary.</p>	<p>I show compassion to local communities and the difficulties they may be facing.</p> <p>I will share my sense of optimism, positivity and hope with communities. I demonstrate empathy for issues facing local communities and the impact that these issues may have on local services.</p> <p>I understand local frustrations and can demonstrate my concern and compassion when listening to community voices and representatives.</p>	<p>I make every effort to understand the challenges different communities face.</p> <p>I believe that communities want to grow, develop and make things better.</p> <p>I understand and trust that local communities are a reliable source of knowledge about their area and related local issues.</p> <p>I will understand and support the communities of Scotland in the most appropriate way I can.</p>	<p>I support and encourage local communities to share best practice to highlight effective practice.</p> <p>Provide practical advice and help to improve outcomes for communities.</p> <p>I will empower communities by providing support and recognition of improvement.</p> <p>I provide encouragement to support communities in making effective change and have the belief that communities have the ability to make improvements.</p> <p>Be an expert national body by providing communities with leadership, high quality advice and outputs.</p>	<p>I will adhere to my principles and evidence-based beliefs when working with communities.</p> <p>I will develop honest relationships with communities and listen and respond to their concerns.</p> <p>I can share information with local communities and enable them to gain a national perspective. I can highlight the importance of the wider Scotland perspective as part of our commitment to consistency.</p>	<p>I will ensure that I treat communities fairly.</p> <p>I will appropriately challenge where I see unfairness, injustice or discrimination.</p> <p>I will work to support fairness and consistency in communities and Scotland.</p> <p>I aim to engage with all communities across Scotland. I value every community's contribution and perspective and treat their information with the same degree of respect.</p>





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