

Culture

All members of NSPCWT:

- Use **assertive communication skills**: we ensure that what we say to each other and to our members is clear, accurate, appropriate and always in the interests of the safe, smooth running of NSPCWT (we avoid sarcasm and other indirect forms of communication).
- Use **ground rules** for meetings: we expect everyone present to agree and abide by these ground rules (we avoid meetings without clear agendas and ground-rules).
- Are **reliable and dependable**: we provide clear information to NSPCWT members and explain when this has not been possible (we avoid 'knee-jerk' communication).
- Respect **confidentiality**: we do not share any confidential information outside of the Management Committee, unless we believe that a child or vulnerable adult is being harmed or is at risk of harm (we avoid anecdotes and hearsay).
- Are **honest** with each other when our private lives may affect our ability to carry out our responsibilities appropriately (we avoid making promises we are unable to keep).
- **Acknowledge** our professional and personal boundaries so that we can be useful to NSPCWT (we avoid making decisions based on anecdote or storytelling which may impair our judgement).
- **Share** leaderships tasks so that no individual at any time feels over-burdened by their role or responsibility (avoid heroics).
- Allocate roles and tasks amongst ourselves to utilise individuals' **skills** and **strengths** (we avoid undertaking tasks without adequate preparation).
- Are prepared to take up **learning** and development opportunities (we avoid pretending we can do something we can't).
- Actively seek **support** when we face challenging situations (we avoid going it alone).