## **Developing Organisational Values**

The ethos of your organisation is the set of beliefs and principles that guide your work. Other terms for ethos are the philosophy or values of an organisation.

The values of your organisation will guide all aspects of your programmes and activities in terms of principle and practice.

**Exercise:**

1. Word-storm:

What guiding principles are important to:

* how your organisation operates (e.g. its activities, standards, quality, etc);
* how your organisation is perceived externally (i.e. in the eyes of the public or other external stakeholders);
* how staff and volunteers carry out your organisation’s services and activities?

1. Discuss and agree whether your organisation needs a shared value base in order to operate more effectively.
2. If so, agree at least 5 values that are appropriate for your organisation.

EXAMPLES OF BCAN MEMBERS’ VISION/MISSION

Example - PLIAS resettlement

**Our Mission**

is to support the resettlement and reintegration of offenders back into the community, thereby improving their life chances and future prospects. Through information, advice and guidance, PLIAS Resettlement provides the tools needed to succeed after a criminal conviction.

The community and voluntary sector is recognised as being value-led.Therefore, it is particularly important to communicate not only what beneficial work you do, but also how you work as an organisation – your underpinning values!

**Our Objectives**

* Reducing the risks of re-offending
* Supporting ex-offender community resettlement
* Increasing opportunities for employment
* Education and training for unemployed ex-prisoners
* Diverting young people from offending behaviour

Source: <https://www.pliasresettlement.co.uk/>

Example – CVS Brent

OUR MISSION To support local charities and community organisations in Brent by building their capacity to respond to the needs of local residents and their communities.

OUR VISION A confident and vibrant borough where individuals, groups and communities work together to enrich society in Brent.

Source: <https://www.cvsbrent.org.uk/wp-content/uploads/2016/12/CVSB-Annual-Report-2015-16.pdf>

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