

Ways of Working for Frome Area Community Land Trust

Six Core Values

Independence. We will each make up our own mind about each decision without reference to a shared dogma or ideology.

Integrity. Decisions will be made in an open and understandable manner. Information will be made available even when we make mistakes and everyone will have the opportunity to influence decisions.

Positivity. We will look for solutions, involving others in the discussions, not just describe problems.

Creativity. Use new, or borrowed, ideas from within the group and the wider community to refresh what we do and how we do it.

Respect. Understand that everyone has an equal voice and is worth listening to.

Transparency - reaching out, informing, consulting and engaging people

We will adhere to these values by challenging ourselves and each other to:

- Avoid identifying ourselves so personally with a particular position that this in itself excludes constructive debate.
- Be prepared to be swayed by the arguments of others and admit mistakes.
- Be willing and able to participate in rational debate leading to a conclusion.
- Understand the value of constructive dialogue and ensure there is adequate time and space for this quality of communication.
- Accept that you win some, you lose some; it's usually nothing personal and there's really no point in taking defeats to heart.
- Maintain confidentiality where requested and agree when it will be expected.
- Share leadership and responsibility and take time to communicate the intention of, and the approach to, the work we undertake.
- Have confidence in, and adhere to, the mechanisms and processes of decision-making that we establish, accepting that the decisions of the majority are paramount - and where possible enable 'non attendees' to input into key decisions.
- Sustain an intention to involve each other and others rather than working in isolation.
- Trust and have confidence and optimism in other people's expertise, knowledge and intentions. Talk to each other not about each other.

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