



Youth Justice Service VALUES

Everyone at Sheffield Youth Justice Service wants to be part of an **innovative** and **supportive service** that is **successful** in its work with young people and their families.

Staff are **skilled, knowledgeable, effective** and **accountable**.

Ultimately this will enable us to help the people we work with feel **safe, motivated** and **hopeful** for their future.

Management TEAM PRINCIPLES

- **Children are our main focus.** The object of the exercise is to make children's lives better - not our lives easier.
- Young people's futures depend on the **quality of the services** we provide for them.
- We **lead by example**.
- We don't have to be good mates to be team mates.
- We are all **responsible** for our actions and **accountable** for our behaviour, both individually and collectively.
- We need to **respect each other**, take account of each other's feelings and have regard for each other's personal dignity.
- Good outcomes follow **when we collaborate**, not when we compete.
- We will **be helpful**. When colleagues need assistance we will help them solve their problems, not add to them.
- We need to be able to **give and receive feedback** without falling out - anybody can talk to anybody about their performance - it is not only a top down process.
- We recognise that **differences are inevitable** - we deal with them directly and without hostility.
- To be effective we need **clear leadership and direction**
- **Good communication** is the key to success. We will share information freely and talk about issues constructively.
- **Everybody has a contribution** to make and everybody has to make a contribution. We can learn from our colleagues and from our mistakes.
- What needs to be done should be done and will be done. Everybody will **do their fair share** of work.
- Everything is negotiable (nearly) until it's negotiated, then we commit fully and collectively to the decision, no more debate!
- What we are after is **positive solutions** not just well defined problems.
- We are **positive and forward looking**. We recognise contributions of our colleagues and we celebrate success.