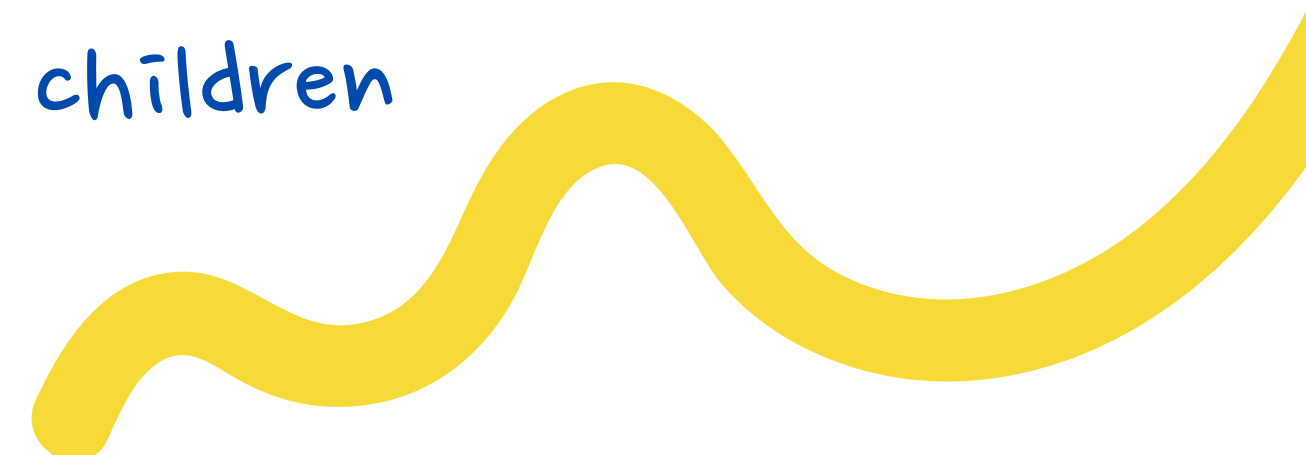




Igniting dreams for underprivileged children



**Our Culture Code at HEY
Children's University makes
our charity what it is.**

**It's who we are as
individuals and as a team**

1.
**We make a
difference to
children's lives**

2.
**We communicate
well and
celebrate
success often**

3.
**We treat each
other with
respect and
compassion at
all times**

4.
**We are always
honest and
transparent**

5.
**We celebrate
individuality**

6.
**We are
passionate
and positive**

7.
**We enjoy
autonomy and
variety in our
roles**

8.
**We work hard
but we laugh a
lot too!**

9.
**We have a can-
do attitude and
help each other**

10.
**We protect
our culture
together**





ONE

We make a difference to children's lives

- We are proud to work for HEY CU and believe that our work has a positive impact on children's lives
- We have a strong belief in the charity's mission
- We are powered by children's smiles
- We work here because we know that every one of us is making a difference



TWO

We communicate well and celebrate success often

- We all have a voice and we all share updates regularly
- We praise each other and celebrate individual achievements
- We don't do meetings for the sake of meetings
- We recognise the importance of a 'Thank you'

THREE

We treat each other with respect and compassion at all times

- We are emotionally intelligent and think about how our behaviour can affect others
- We understand respect each other's workload and timetables
- Toxic behaviour such as gossiping, putting others down and narcissism will not be tolerated and will be addressed
- We look out for each other's wellbeing



FOUR

We are always honest and transparent

- We are open with each other and are brave enough to speak up if something is bothering us
- We don't talk behind backs
- We accept that we might not be involved in every decision, but trust that they have been made with the best intentions
- We own our mistakes - we are all human
- We are transparent with our diaries and working hours
- We claim our TOIL honestly



FIVE

We celebrate individuality

- We welcome people from all backgrounds, cultures, identities and beliefs
- We do not judge each other
- We encourage our colleagues to be themselves and embrace their unique qualities
- We are flexible and accommodating to different working styles





We are passionate and positive

- The children are at the heart of everything we do and every decision we make
- We go above and beyond to improve the lives of the children we work with
- We create a positive atmosphere at work and reject negative energy
- We look on the bright side and find solutions to problems rather dwelling on them
- We see a world of possibility for our charity and share ideas with each other



SEVEN

We enjoy autonomy and variety in our roles

- We are trusted to do our individual roles and manage our own workload - no micromanaging here!
- We work to our own initiative and suggest new ideas freely
- We embrace variety and know that sometimes we may have jobs outside our usual remit
- We don't wait for someone to motivate us, we motivate ourselves
- We delegate when necessary





EIGHT

We work hard but we laugh a lot too!

- We create policies that are of benefit to the charity and the children we work with
- We don't do unnecessary bureaucracy
- We are proudly un-corporate
- We find fun in the little things
- We understand the importance of work/life balance

NINE

We have a can-do attitude to help each other

- We utilise each other's strengths and expertise
- We want to see our colleagues succeed, not just ourselves
- We never say "That's not my job"
- We are comfortable asking each other for help



TEN

We protect our culture together

- We are proud of our culture
- We recruit carefully - cultural fit is as important as skills and experience
- We do not engage in behaviour that is not in line with our code
- We report any toxic behaviour to management
- We hold those to account that do not follow our culture code
- We use the culture code when making important decisions

