



DUNMORE LANG COLLEGE

CORE VALUES STAFF

1.	We will provide a professional and ethical service with the aim of creating and maintaining a welcoming, healthy and sustainable environment for staff, students and guests.	We will not act unprofessionally nor make short-term decisions.
2.	We will actively engage in promoting sustainable workplace activities and practices.	We will not waste or misuse resources.
3.	We will aim for continuous improvement in all practices and procedures.	We will not be complacent to best practice.
4.	We will seek to accommodate individual needs where possible by supporting a flexible workplace and work/life balance for all staff.	We will not insist on time-keeping nor will we tolerate working in solos outside of the team.
5.	We will appreciate each individual's contribution, skills and commitment.	We will not underestimate nor take for granted people's roles and contributions.
6.	We will demonstrate loyalty and commitment to the organization and to each other by looking beyond the boundaries of our specific roles and work cooperatively.	We will not act selfishly by prioritizing only our own needs.
7.	We will operate with an open, honest and friendly attitude that treats others with respect, dignity and patience.	We will not treat others as less than ourselves.
8.	We will be honest and transparent in our internal and external dealings while being mindful and acting with appropriate discretion.	We will not engage in cover-ups or dishonest behavior.
9.	We will live above the line and seek responsibility.	We will not shift responsibility by blaming, denying, justifying or quitting.

As College staff and student leaders we undertake to ensure all decisions, activities and behaviours are consistent with the above values and ask to be held accountable by our student members, alumni, donors and guests.

If it is believed that we have acted outside of these values, please contact the Principal, Dr Alasdair Murrie-West in the first instance, or the Chair of the Board of Directors if further action is required.