



Values, behaviours and the House Project Spirit



NHP

Living connected and fulfilling lives



Living our values

At NHP we are committed to doing the right thing and believe that with the right support young people can succeed. We are driven by individual and collective values that we at times refer to as the 'House Project spirit' and that our social pedagogy colleagues would refer to as our Haltung.

These values drive our actions and behaviours and determine how we do things at NHP. This document details what is important to us at an individual and organisational level and describes how these values are acted out in our work.



NHP

Living connected and fulfilling lives

Our values define us as individuals and shape the organisation that we are. They provide a framework that enables us to do the 'right thing' so that young people can live connected and fulfilling lives.

Our Values:

Co-produce with young people

Be collaborative






Be relational

Do the right thing

Be aspirational



Our Values & Behaviours:

<p>Co-production with young people</p> 	<p>Collaborative</p> 	<p>Relational</p> 	<p>Do the right thing</p> 	<p>Aspirational</p> 
<p>Partnership</p> <p>Empower</p> <p>Champion</p>	<p>Communicate</p> <p>Connect</p> <p>Include</p>	<p>Model</p> <p>With & not to</p> <p>Psychological safety</p>	<p>Speak out</p> <p>Promote</p> <p>Influence</p>	<p>Creative</p> <p>Ambitious</p> <p>Purpose</p>



VISION:

Young people
leaving care live
connected and
fulfilling lives

Co-production with young people

Partnership • Empower • Champion



Partnership

- Young people at the centre of design/delivery
- CLNM develop and improve practice
- Young people as expert advisors on Board of Trustees

Empower

- Ensure young people develop skills, knowledge and confidence through experiential approach
- Enable young people to be peer mentors and researchers and host a conference
- Work alongside young people and support them to succeed

Champion

- Change the narrative with, for and about young people
- Support CLNM to ensure their voice is heard, amplified and acted on
- Provide opportunities for young people's excellence to be seen

A way of working, where
together on an equal basis
come to a decision which w



Collaborative

Communicate ◦ Connect ◦ Include



Communicate

- Share information in a way that the audience can hear
- Actively listen to others and respect difference
- Use jargon free language

Connect

- Develop communities that support young people, our staff and partners
- Work with stakeholders who can improve the offer to young people
- Drive improvements through communities of practice for staff and partners

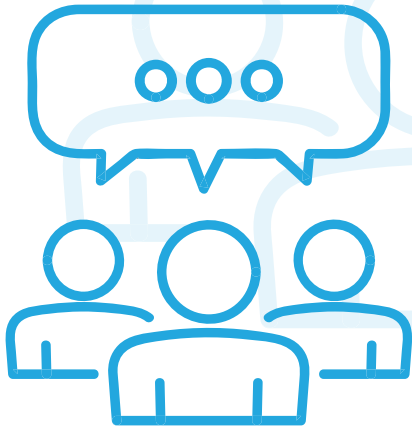
Include

- Recognise the value in everyone
- Work with stakeholders who impact positively on young people
- Ensure all have access to fair and equal opportunities



Relational

Model • With & not to • Psychological safety



Model

- Strong relationships that enable, support and challenge
- Ensure a groupwork approach to develop friendships and connections
- Resilience to support success

With & not to

- Start where people are at and understand their journey to support the future
- Build relationships that are enduring and long lasting
- No conversation about me without me

Psychological safety

- Do what you say you'll do
- Provide consistent and compassionate boundaries
- Make decisions today that don't compromise tomorrow





Do the right thing

Speak out • Promote • Influence



Speak out

- Challenge stakeholders to help them support young people
- Question every decision through the lens of a young person
- Support staff and colleagues to act in accordance with our values and behaviours

Promote

- Share positive stories to encourage and enable others to support people with care experience
- Build our representation as a trusted organisation
- Be credible, speak with passion about young people and create a compelling vision

Influence

- Develop body of practice-based evidence
- Encourage systemic change across the sector
- Share approach and insights with stakeholders to inform and develop practice



Aspirational

Creative ○ Ambitious ○ Purpose

Creative

- Take disciplined risks to improve and develop the work of NHP
- Test how the approach can be used in the wider system
- Develop our offer to LHP staff to positively impact young people

Ambitious

- Scale our approach to increase the House Project community of young people
- Strive to make 'best practice' the benchmark for all
- Develop a skilled and diverse workforce

Purpose

- Support staff, colleagues and young people to work towards and achieve their goals
- Support the creation of opportunities for young people to try different things
- Provide access to resources to enable young people to achieve their ambition

