

# WEST LoTHIAN WOMEN'S AID



## VALUES BOOKLET

SAFETY - HONESTY - EMPOWERMENT



# WELCOME

OUR WEST LOTHIAN WOMEN'S AID VALUES HANDBOOK SETS OUT OUR ORGANISATIONAL VALUES, WHICH GIVE GUIDANCE ON HOW WE BEHAVE TOWARDS EACH OTHER, THOSE WE WORK IN PARTNERSHIP WITH, AND VITALLY OUR CLIENTS.

THEY INSPIRE ENTHUSIASM, ENCOURAGEMENT, AND DRIVE WITHIN OUR ORGANISATION AND FORM OUR ESSENTIAL AND ENDURING FOCUS.

OUR VALUES WERE CREATED THROUGH A SERIES OF WORKSHOPS ATTENDED BY STAFF, MANAGEMENT AND BOARD MEMBERS ALIKE; WHERE WE ALL WORKED TOGETHER TO IDENTIFY HOW WE WANTED TO BE KNOWN, HOW TO BEST COME TOGETHER AS A TEAM TO ATTAIN OUR CONTINUOUS GOALS, AND WHAT BEHAVIOURS WOULD SET US APART AS AN ORGANISATION.

# West Lothian Women's Aid

SCIO: SC046887

We are passionate about  
working together to create a  
culture of:



SAFETY



HONESTY



EMPOWERMENT



# WHAT WE VALUE

THE THINGS WE BELIEVE IN THAT  
HELP MAKE THIS ORGANISATION  
EXTRAORDINARY.

## SAFETY

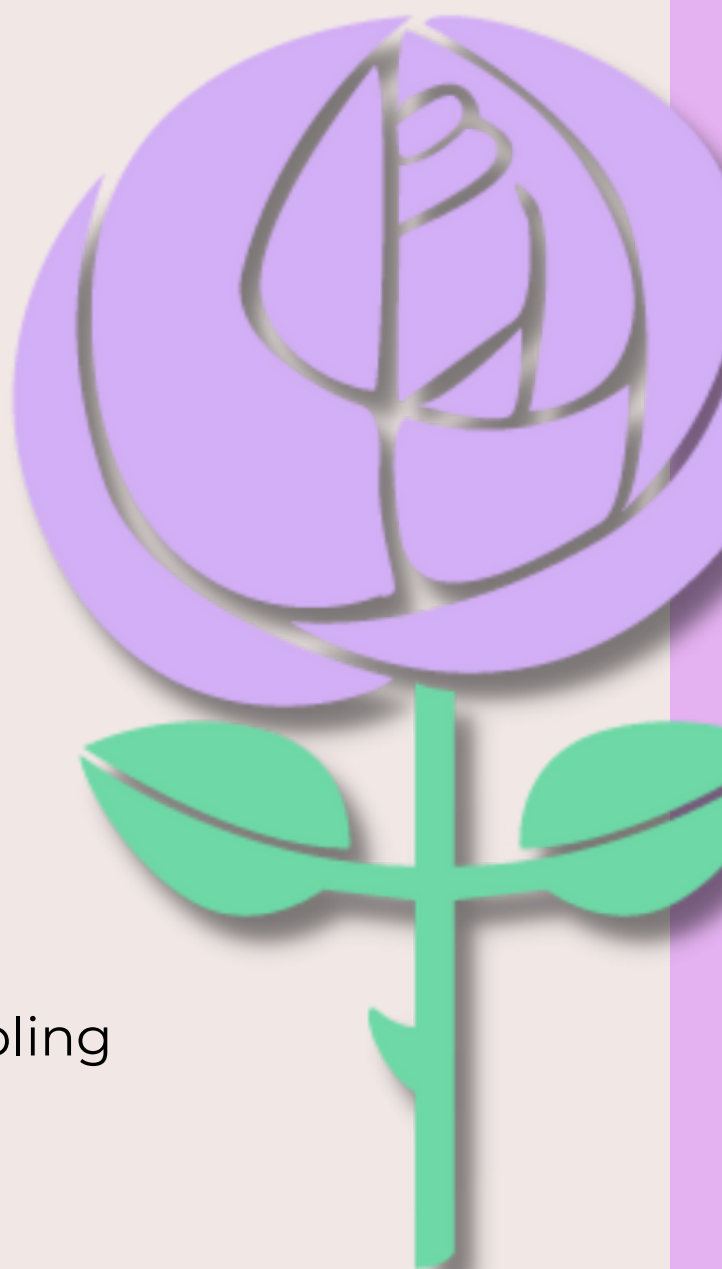
Taking personal  
responsibility to provide  
for emotional well-being.

## HONESTY

Authentically building  
trust with openness and  
compassion.

## EMPOWERMENT

Valuing everyone and enabling  
their unique potential.



# DOMESTIC ABUSE

We encourage a culture of kindness and openness; allowing clients and staff to feel supported in sharing their experiences. We value the contribution of lived experience, and recognise where people are affected by trauma as well as their distinctive strengths and values. We display fearless leadership while modelling the values of our organisation in everyday behaviours.



We strive to promote positive messaging, installing our passion into staff and communicating our ongoing commitment to a trauma informed response. Our willingness for collaboration enables frank discussion around workplace concerns.

Leaders engage with staff to build understanding, provide reassurance; and where additional learning and development is identified, this is implemented within a supportive culture.

We ensure that training on domestic abuse is consistent, alongside a focus being placed on staff wellbeing. An open-door policy of support for our team is utilised, allowing colleagues opportunities for reflection and support. Client feedback is routinely monitored to allow us to improve the quality of our service, influence change and obtain a deeper understanding of the complexities of domestic abuse.



WEST LOTHIAN WOMEN'S AID  
IS A SCOTTISH CHARITABLE  
INCORPORATED ORGANISATION.

REGISTRATION NUMBER: SC046887

# KEEN TO LEARN MORE? CONTACT US

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