

Our values and Beliefs

EMPOWERING

We encourage ownership through PEEK

- Our team listen to the children, young people and communities' needs and wants throughout designing, planning and delivering programmes,
- Our team provide a range of opportunities for children and young people to develop and to make a positive change in their lives and communities,
- Our team's ability to be adaptable in our delivery approach: e.g. Outdoor play that is completely child led or responding to changing needs and wants of young people in creative learning sessions.

ASPIRATIONAL

We are committed to improving the life chances of children and young people by enabling positive outcomes

- Our team demonstrate energy in all that we do and champion the work of PEEK
- Our team display a 'can-do' attitude,
- PEEK creates positive experiences to broaden horizons,
- PEEK embraces change and new ways of working,
- PEEK finds solutions, makes decisions and collaborates on actions and tasks with our team members,
- PEEK celebrates the success of others from a child climbing a tree for the first time to a young person gaining an Arts Award to a staff member completing a diploma.

INSPIRATIONAL

We lead by example and inspire children and young people to create and drive change in their lives and communities

- Our team display a "can-do" attitude, strive for excellence and quality in every task,
- Our team demonstrate competence in their core skills of their roles as agreed with their line manager,
- Our team speak up and out constructively,
- Our team champion PEEK policies and procedures,
- PEEK provides positive role models and mentors for children and young people through a diverse staff and volunteer team,
- PEEK provides new, diverse and innovative opportunities for children and young people to grow, develop and expand their experience,
- PEEK champions children, young people, communities and our staff team as they go through their journey's with PEEK.

INCLUSIVE

We value and recognise the contributions of everyone who participants, works or volunteers with PEEK

- Everyone's unique talent is recognised and encouraged,
- Our staff offer a non-judgemental space which allows people to experiment and take risks in a safe and stimulating environment,
- PEEK is committed to a culture of teamwork and collaboration,
- PEEK aims to create opportunities for people to make the most of their abilities,
- Our staff encourage and support children and young people to voice and articulate views and opinions.