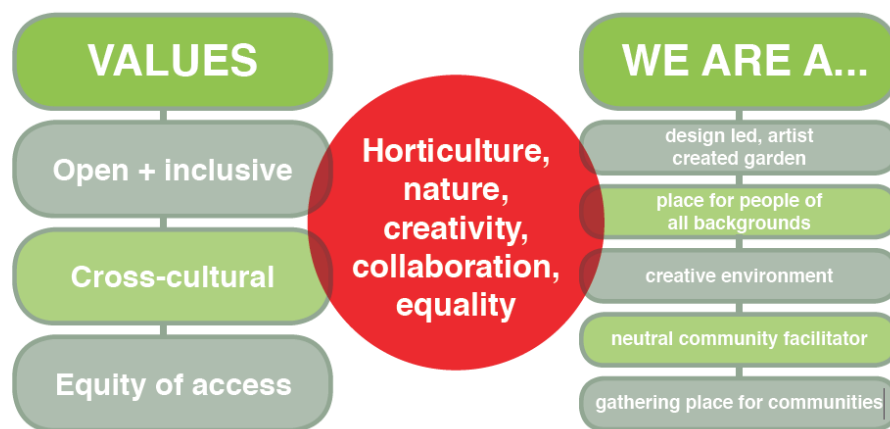


The Hidden Gardens

Organisational Values and Operating Principles

A legacy of NVA Europe, the Hidden Gardens is an environmental artwork which has become an urban greenspace of international repute which is rooted in its local community.

Located in the Pollokshields area of Glasgow, the Hidden Gardens is a community resource which exists to provide a safe place of sanctuary, learning and participation.



Organisational Values

This is what is expected of our paid staff and volunteers when carrying out their duties and relating with each other and visitors to The Hidden Gardens.

Collaboration

We develop productive and supporting working relationships with internal and external partners. We work co-operatively, by asking for and giving support and sharing success with partners.

Integrity

We are honest, trustworthy and straightforward in all our dealings, and use time, money and resources wisely.

Diversity & Equality

We value others for their contribution, irrespective of personal differences, and provide equal access to opportunities and challenge any form of unfair discrimination. We provide a supportive, welcoming and friendly environment for all.

Respect

We show respect and tolerance in all interactions. We involve and listen to others and show consideration and empathy for their emotional and physical well-being. We address any challenges around personal relationships in a direct and mature manner. We do not tolerate bullying, discrimination, violence, threatening behaviour or exclusion in any form and directly intervene to address any situations where this type of behaviour arises

Quality

We provide services that meet or exceed the needs, standards and timescale of our internal and external customers. We employ best practice guidelines in all of our work.

Learning

We foster a culture of learning. We question our own practice to enable us to improve our work. We consult with staff, volunteers and participants and encourage feedback and input. We encourage ongoing learning and personal development within the workplace

Reliability

We deliver what we commit to and keep those people affected informed of progress.

Safety

We provide a safe environment for people to work in and engage with the Hidden Gardens.

Operating Principles

The Hidden Gardens exists as a common ground, to promote dialogue and understanding between all peoples. To assist the Gardens in fulfilling these core aims a range of operational principles have been adopted to provide guidance and direction. These include the following:

- The Hidden Gardens will not knowingly support or promote any party-political causes. To ensure the trust of all users and potential users of the Gardens, it is essential that it retains party political neutrality. The Hidden Gardens may engage in political processes which encourage critical dialogue between people of different opinions. Any potentially contentious undertaking must be considered by the Board.
- Political organisations will not be able to hire the Hidden Gardens to promote their cause. The Boilerhouse may be hired for private meetings of political organisations, but only on the approval of the Director. Any potentially contentious uses of the space must be considered by the Board. Any public event held at the Gardens must be open and accessible to all.
- The Hidden Gardens will investigate the ethical stance of all funding and investment sources before making application. Any potentially contentious sources of income will be referred to the Board.