

## **Values of Culture and Co-Production**

### **TRUST:**

To co-produce effectively, trust needs to be built and shared by all involved. This can only happen as a result of all agreed principles and values being consistently in place and felt in the lived experiences of all stakeholders.

### **HONESTY:**

Co-production requires all partners to be honest, especially when requests, plans, involvements or agreements cannot meet others' expectations. Clear and prompt explanations and communication is key to upholding honesty within co-production.

### **TRANSPARENCY:**

Transparency is vital so that all participants can feel equally empowered. There can be no separate agendas outside of what is being co-produced and where other factors impact on co-production (whether financial, strategic or otherwise) this must be shared openly and at the earliest opportunity with all partners.

### **EMPATHY:**

The key to all good interactions is empathy. This must be at the heart of every single one of our interactions, and where it is not felt or experienced it must be highlighted. Everyone must be mindful of their own internal bias and prejudice and work hard to challenge these in order to communicate with genuine empathy.

### **COMMUNICATION:**

For co-production to be successful everyone must have a continued focus on communication. This applies to all forms of communication, whether verbal or written, 1:1, group or at a strategic level. All communication must be accessible and inclusive for all needs to ensure clarity and understanding. Resources must be factored into any co-production process in order to allow for optimum communication.

### **BELONGING:**

For everyone to participate meaningfully in co-production they must feel a sense of belonging to the process. This can only be achieved if everyone is an equal partner from the outset. It should be standard practice to ask partners what their communication and accessibility needs are and how these can be met.

### **RESPECT:**

Co-production requires everyone to respect each other, especially when there are disagreements. This is achieved by following basic courtesies and ensuring that all partners are equally valued.