BRISTOL CLIMATE & NATURE PARTNERSHIP

Organisation work culture principles



Bristol Climate & Nature Partnership

People are central to our work, and we want to ensure that we are able to work sustainably in sustainability— with space to breathe, learn, share, grow and work in flow.



In our sector, people also feel the emotional burden of the transformative change we are trying to make, alongside the broader societal pressures which are lowering people's resilience. These both contribute to the risk of burnout.

To support wellbeing and a positive work culture, where all our people are valued and cared for, we have co-produced these principles for an inclusive, joyful, caring and collaborative workplace. These principles support our values and are complemented by our organisation's formal policies and procedures. They represent a shared aspiration at every level of the organisation to bring our values to life and truly embed them into our individual and shared working practices and culture.

Vision and values

Our vision is a zero carbon, socially just Bristol where all our communities and nature thrive.

IMPACT We are committed to making change happen

COLLABORATION We love working together

COURAGE We hold hope and discomfort

WELLBEING We work sustainably



Principles for an inclusive, joyful, caring and collaborative workplace

1 **Solid foundations**
Our work culture and workplace strives to go beyond meeting basic employment needs and rights to ensure staff feel valued as well as safe, supported and secure.

2 **Listen, reflect and learn**
Colleagues feel listened to and trusted and there is a culture of learning and reflection.

3 **Diversity is valued within an equitable and inclusive work environment**
Colleagues feel their varied perspectives, values and beliefs are an asset to each other and the organisation and are supported to contribute towards organisational DEI commitments.

4 **Connected to our purpose**
Colleagues feel a personal connection to our vision of a zero carbon, socially just Bristol where all our communities and nature thrive.



5 **Care for the whole messy human(s)**
Colleagues feel they can bring their whole selves to the workplace, should they choose to.

6 **Rest is valued and taken seriously**
All employees and Directors recognise the value of rest, and are able to incorporate moments of rest into our routines, workplans and projects.

7 **Celebration and joy (and connection with each other)**
We take opportunities to celebrate our work and connect with each other.

8 **Be experimental and creative**
Our work benefits from colleagues feeling able to bring creativity, play and experimentation into the workplace.

9 **Be intentional and ambitious**
All employees are intentional about creating a positive work culture and taking steps towards creating a more transformative work culture, as our work is around system change.

The principles have been co-produced by an internal working group, influenced and inspired by suggestions from all staff, informed by ongoing development of our organisational vision and values, insights from the Black & Green project, the Radical Rest Network, and 64 Million Artist's manifesto. The aim is that these principles support our organisational values, helping the organisation and staff to bring our values to life and truly embed them into our working practices and culture.