

# Our values



Our values are the foundation of how the University operates on a day-to-day basis, and we strive to embody our vision and values in everything we do. Underpinning our values is a set of behaviours that characterise not only who we are as a higher education institution, but also frame what we strive to be as St Mary's employees.

## Our values and behaviours are:

### Inclusiveness

We celebrate differences, recognising that everyone is born with a unique identity. St Mary's is a place where students and staff can reach their full potential and make a positive contribution to society.

#### Living our value of Inclusiveness means we strive to:

- Acknowledge difference without judgement.
- Welcome all to our community with warmth, kindness and understanding.
- Better ourselves through our contribution to society.
- Nurture the talent of those within our community.
- Embrace individual uniqueness which strengthens our community.

### Generosity of spirit

Our Generosity of Spirit sets us apart. It can be seen in the encouragement, collegiality, empathy, helpfulness and service to be found across the University.

#### Living our value of Generosity of Spirit means we strive to:

- Go the extra mile to serve with a smile, encourage friendships and acts of kindness.
- Build supportive relationships with our colleagues.
- Positively create a culture of support and empowerment.
- Be compassionate to those in need.
- Be the first to offer a helping hand.

### Respect

We Respect everybody. We treat everyone as we ourselves would want to be treated.

#### Living our value of Respect means we strive to:

- Communicate openly, honestly and with care.
- Treat everyone with fairness.
- Move away from criticism and toward understanding.
- Listen openly, accepting that others may have different opinions.
- Cultivate an environment of empathy and understanding.

### Excellence

We strive to be the best at everything we do. We seek professionalism through setting high standards and continuous improvement in all our practices and work.

#### Living our value of Excellence means we strive to:

- Be determined in our pursuit of excellence.
- Be unwavering in aspiring to the highest standards.
- Lead, encourage and inspire others for the benefit of our community and society.
- Celebrate our accomplishments and learn from our mistakes.
- Work hard towards our shared goals recognising that we achieve more together.