

People Management

Position Statement

Introduction

yourtown is committed to providing innovative, quality, evidence-based services that support children, young people and their families, especially those who are marginalised and without voice.

yourtown's Mission and Values are framed within the ethos and beliefs of the Lasallian Charism.

yourtown's Core Values are:

- Brother and Sister to all;
- Faith and Zeal;
- Professionalism;
- Perseverance in Service; and
- Innovation and Resourcefulness.

These Values are demonstrated through our Core Behaviours of Respect, Creativity and Excellence.

yourtown's Position

Our Values and Core Behaviours underpin our operations and the management of our people. As such, we will endeavour to create working environments and people management systems that facilitate a high quality workforce committed to a workplace culture that is child-safe, fair, inclusive, accountable, safety conscious and demonstrative of our Values and Core Behaviours.

Working with children checks and relevant background checks are undertaken for all personnel who work directly with clients. At all times, people management decisions prioritise the safety and well-being of clients.

We encourage and support a culturally diverse workforce, representative of the communities in which we live and work.

We value the skills, experience and talents of our personnel and will maintain robust processes to ensure that appointments and/or advancements are awarded based on merit and organisational goals and policies.

In order to provide relevant and meaningful access to training and development, we ensure that employees have individual development plans in place to assist with their performance and ongoing professional and personal development goals. Volunteers are provided with the necessary training and ongoing support to enable them to be effective in their roles.

We are committed to regularly reviewing our people management practices to ensure that they continually reflect contemporary practice, **yourtown** Values and our Strategic Framework.