



Values Statements

Our Values

We believe that grandcarers who have taken on the role of primary carers for their kins' children deserve our utmost respect, support, and assistance. We are committed to the following values:

1. **Empathy:** We recognise the unique challenges faced by grandcarers who are raising children, and we strive to provide them with a compassionate and understanding ear.
2. **Respect:** We believe that all grandcarers should be treated with dignity and respect, regardless of their socioeconomic status, race, ethnicity, gender, or any other characteristic.
3. **Commitment:** We are dedicated to providing grandcarers with the practical and emotional support they need to successfully raise their grandchildren, including access to peer support, problem solving guidance, financial support and advocacy.
4. **Collaboration:** We understand that the challenges faced by grandcarers are complex and multifaceted. We seek to work collaboratively with other organisations and stakeholders to address these challenges in a holistic and comprehensive way.
5. **Empowerment:** We believe that all grandcarers have the right to make informed decisions about their lives and the lives of the children in their care. We strive to empower grandcarers with the knowledge and skills they need to make informed decisions and advocate for themselves and their families.
6. **Honesty:** We are committed to acting ethically and being transparent and accountable in all of our actions and decisions. We recognise the responsibility we have to our funders, stakeholders and the wider community to ensure that we use our resources in the most effective and efficient way possible.



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Diversity and Inclusion

We believe that diversity, equity, and inclusion are fundamental values that must guide all of our work.

We are committed to fostering a culture of inclusivity that recognises and celebrates the unique perspectives, experiences, and identities of all grandcarers, including those from historically marginalized and underrepresented communities.

To this end, we are committed to the following:

Diversity: We recognise and appreciate the rich diversity of the community, including differences in race, ethnicity, gender, sexual orientation, age, religion, and ability. We strive to create an environment that is welcoming and inclusive of all individuals and families, regardless of their background or identity.

Equity: We recognise that systemic barriers and discrimination have created unequal opportunities and outcomes for many individuals and communities. We are committed to promoting equity by identifying and addressing these barriers, and working to create a level playing field for all grandcarers and their families.

Inclusion: We believe that everyone deserves to be heard, valued, and respected. We are committed to creating an inclusive culture that actively seeks out and values diverse perspectives, and fosters a sense of belonging for all.

Cultural Competence: We recognise that cultural competence is critical to effectively serving and supporting diverse communities. We are committed to continuously improving our cultural competence through training, education, and ongoing dialogue with community members.

Non-Discrimination: We do not discriminate on the basis of race, ethnicity, gender, sexual orientation, age, religion, or ability in any of our programs or services. We are committed to creating a safe and supportive environment that is free from discrimination, harassment, or prejudice.